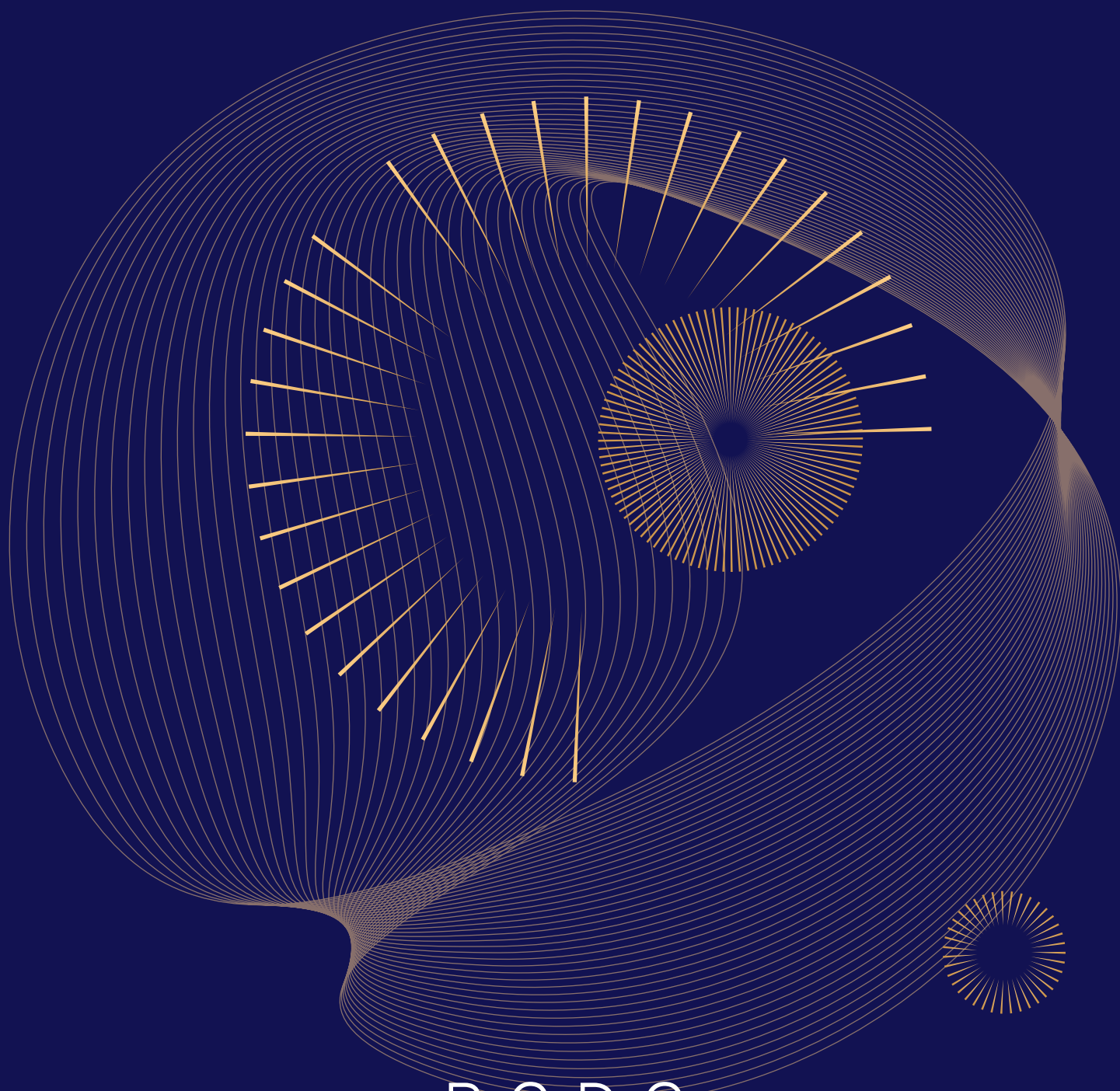


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Annual Report

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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
Dr. Jean-Pierre Picard	2024 – present

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

Message From The Chair



It is with gratitude and enthusiasm that I share this message as I complete my first year serving as Chair of the Board of The Royal College of Dentists of Canada. This past year has been both inspiring and transformative, offering many opportunities to listen, learn, and grow alongside a dedicated community of colleagues, partners, and stakeholders. Serving in this role has reaffirmed my commitment to fostering collaboration, encouraging innovation, and building upon the strong foundation laid by those who came before me. This year carries special significance as we commemorate the College's 60th anniversary; a milestone that allows us not only to reflect on past achievements but also to envision the path forward for our organization.

None of this progress would have been possible without the extraordinary contributions of our RCDC staff, led by our Managing Director, Ms. Amandine Perdebat, and the unwavering support of a deeply engaged Board of Directors. I am truly honoured to serve as Chair of the Board and look back with pride and gratitude for all that our team has accomplished together. I look forward with optimism to the opportunities that lie ahead in the coming year.

This year has been marked by several meaningful achievements. We advanced key objectives from our Strategic Plan, successfully delivered the National Dental Specialty Examination (NDSE) for the second consecutive year, expanded our membership program, and upheld the high standards of our Fellowship Examination.

Strategic Initiatives

The College's 2023–2026 Strategic Plan provides a comprehensive framework to secure the future viability of the NDSE, broaden our international reach,

enhance our membership offerings, and build essential organizational capabilities. This Annual Report outlines the progress made toward these strategic objectives over the past year.

This past year we placed particular emphasis on fostering transparency and strengthening connections with members and external partners. Member engagement was supported through established communication channels, complemented by an expanded social media presence. Partnerships with key stakeholders were reinforced through regular dialogue, more frequent consultations, and active participation in external forums. These collective efforts have reinforced our belief that transparent communication and genuine collaboration are essential to our continued success.

National Dental Specialty Examination

On June 10 and 11, 2025, the College successfully administered its second National Dental Specialty Examination (NDSE), marking another year of dedicated work by the NDSE Unit and the broader RCDC team. The examination was delivered electronically across thirty-one venues, sixteen Canadian locations, and fifteen U.S. sites, ensuring broad accessibility and convenience for all participants.

As noted in previous communications, the College has established a distinct organizational separation for the NDSE, including governance frameworks, examination protocols, and staffing arrangements. Within this context, I want to acknowledge the exemplary leadership of Dr. Bob Loney, Examiner-in-Chief, NDSE; Dr. Daniel Turgeon, Associate Examiner-in-Chief, NDSE; and Mr. Sean Gehring, Director, NDSE. I also want to extend my sincere appreciation to the exceptional NDSE Specialty Team Leads, our dedicated Examiners,

and the NDSE Staff for their outstanding contributions throughout this examination period.

Fellowship Affairs

Strengthening the College's already robust membership program represents a cornerstone of our 2023-2026 Strategic Plan. Under the guidance of our Registrar, Dr. John Zarb, along with Director of Operations, Ms. Iryna Melnyk, and the dedicated Membership Staff, substantial progress has been made in advancing this strategic objective.

Member communication expanded upon prior successes through multiple channels. We maintained our quarterly newsletter, broadened our social media reach to engage a wider audience and delivered regular written communications to promote transparency. The College also increased its engagement in identifying advocacy opportunities and sharing information of value to the membership.

Continuing education opportunities for members flourished throughout the year. The monthly virtual webinar series, featuring diverse topics, attracted strong participation. These sessions will culminate in an in-person Continuing Education Day scheduled for September 2025. The College also launched its Online Learning Session, debuting with a webinar on "The Future of AI and its Impact on the Practice of Dentistry."

New member connection initiatives have been established, including the introduction of regional networking gatherings. A particularly noteworthy development, implemented under our Registrar's direction, is the Mentorship Program, which connects Early Career Fellows with seasoned practitioners to provide professional guidance and support. We anticipate additional member engagement initiatives will emerge throughout the year.

Fellowship Examination Administration

The Fellowship Examination is designed to assess a candidate's clinical decision-making, judgment, and leadership skills, as well as their ability to evaluate needs and deliver high-quality patient care in a comprehensive and systematic manner. It remains a requirement for attaining the FRCDC designation and therefore, membership into the College.

The 2025 examination administration took place from April through June 2025. I am pleased to report that all candidates were afforded the opportunity to complete their full examination. The examination followed the hybrid "face-to-screen" format established in recent years, in which Examiners convened in person while candidates participated virtually from their preferred locations. This approach preserves the essential in-person Examiner interaction necessary to maintain engagement and process integrity. Notably, this year featured a successful pilot implementation of a new Fellowship Examination format: the Objective Structured Clinical Examination (OSCE). This pilot program yielded excellent results and established a promising framework for the future development of station-based oral examinations.

The successful delivery of the 2025 examination reflects the exceptional leadership of Dr. Christine Corbeil, Examiner-in-Chief, Fellowship Examination, and Dr. Ron Sperber, Fellowship Associate Examiner-in-Chief, alongside the essential contributions of Mr. Kyle Todt, Director of Assessments, and the complete Assessments team. I would also like to recognize the extraordinary commitment demonstrated by the Fellowship Chief Examiners and their highly dedicated Examination teams.

As I conclude this first year as Chair, I am deeply grateful for the opportunity to serve The Royal College of Dentists of Canada. Working alongside our dedicated RCDC staff, our outstanding NDSE and Fellowship Examination teams, and our esteemed Board Members, Committee Members, and stakeholders has been an honour and a profoundly rewarding experience. Their professionalism, commitment, and collaboration have made a tangible impact on the College's work, enabling meaningful progress toward our strategic goals and strengthening our community of Fellows and members.

I would also like to extend my sincere thanks to our Fellows and Members for their continued trust, engagement, and dedication to the mission and values of The Royal College of Dentists of Canada.

Respectfully submitted,

Dr. Jean-Pierre Picard

Chair, Board of Directors

Message from the Managing Director



It has been my privilege to hold the position of Managing Director at The Royal College of Dentists of Canada (RCDC, the College) since 2020. As I reflect on this significant personal and professional milestone, I feel tremendous pride in the accomplishments we have achieved at the College over these five years. I am certain that we have created an exceptionally robust organizational foundation that positions us strategically for continued success.

This year also marks a significant milestone for RCDC, as we commemorate the organization's 60th anniversary. The College was established during an era of substantial growth in dental specialists, creating a need for comprehensive national representation. Much has changed since the inception of the College, but we remain unwavering in our commitment to our core objectives.

This Annual Report offers Fellows, Members, and stakeholders a comprehensive overview of the College's major initiatives, achievements, and developments over the past year. It also serves as a moment to reflect on the organization's accomplishments while anticipating the opportunities that lie ahead in the coming year.

We are now in the second full year implementing our 2023-2026 Strategic Plan, which continues to guide our organizational direction. The plan centers on four pillars: administering competency assessments as part of the licensing process through the National Dental Specialty Examination (NDSE); establishing global leadership via international partnerships; strengthening Fellowship value through expanded membership offerings and the Fellowship Examination; and improving organizational capacity through enhanced data management and communications.

The strategic plan's detailed objectives and annual progress updates are provided to maintain our ongoing commitment to membership transparency.

A significant highlight this year was our second administration of the NDSE. Operationally, we continued with the clear boundaries between the NDSE and Fellowship programs established last year to maintain complete independence. Our achievements this year were made possible through the outstanding leadership of Dr. Bob Loney, Examiner-in-Chief, NDSE, and Dr. Daniel Turgeon, Associate Examiner-in-Chief, NDSE. I extend special appreciation to our NDSE Examiners and staff, particularly Sean Gehring, Director, NDSE, whose exceptional dedication enabled us to surpass last year's accomplishments.

As Dr. Loney concludes his tenure, I would like to acknowledge his commitment to facilitating a seamless transition of the NDSE to the College. The successes of the past two administrations would not have been possible without his exemplary guidance and leadership. As we move forward, Dr. Turgeon will be assuming this critical role, and I am confident that his ongoing dedication and engagement with the College will ensure continued excellence in the NDSE program.

Our Fellows and Members continue to be at the heart of the College's mission. This year, RCDC maintained its focus on providing meaningful and relevant opportunities for our membership. Under the outstanding leadership of Dr. John Zarb, Registrar, our membership program continued to thrive and expand upon existing successful initiatives.

Notable developments this year included enhancements to our online Member portal, regional networking events in Toronto and Edmonton, as well as prioritizing online learning opportunities for our membership. We

continued successful programs including our Mentorship initiatives and monthly Continuing Education webinars. The organization of an engaging Continuing Education Day in September 2025 further highlights the College's unique multispecialty nature. These accomplishments would not have been achievable without the exceptional support of Iryna Melnyk, Director of Operations, and her dedicated team.

The Fellowship Examination for nine nationally recognized dental specialties was successfully conducted in May and June 2025. We maintained the hybrid "face-to-screen" approach from 2024, where Examiners gathered in person while most candidates participated virtually from their chosen locations. This structure was retained due to positive feedback from volunteer Examiners, who appreciated the opportunity for in-person collaboration with colleagues. Additionally, the College piloted a new Objective Structured Clinical Examination (OSCE) in Oral and Maxillofacial Radiology. The success of this initiative has prompted RCDC to consider new examination administration methods, with more specialties expected to adopt this format going forward.

I want to take this opportunity to acknowledge the outstanding leadership of Dr. Christine Corbeil, Examiner-in-Chief, Fellowship Examination, over the past six years. She has successfully navigated tremendous changes and challenges throughout her tenure, including the COVID-19 pandemic, the implementation of the Fellowship Examination, and the significant evolution of the examination administration. As her final year in this role concludes, I would like to welcome Dr. Ron Sperber, who is currently serving as Associate Examiner-in-Chief, Fellowship Examination, and thank him for stepping into this important leadership position.

My gratitude extends to all Chief Examiners and their Examination teams for their commitment and participation. I also recognize the excellent work of Kyle Todt, Director of Assessments, and the Assessments team, whose expertise ensured the successful delivery of the 2025 Fellowship Examination.

Despite anticipated increases in expenses resulting from implementing multiple strategic initiatives, the

College maintained a solid financial position this year. This stability reflects the careful and diligent oversight of our Treasurer, Dr. James Posluns. Moving forward, RCDC will focus its efforts to identify alternative revenue sources for long-term financial sustainability. We look forward to reporting on these to the membership.

Finally, I want to formally recognize the outstanding dedication and performance of our RCDC staff members listed below. Working with such a committed team daily is truly a privilege, as they have consistently demonstrated dedication and flexibility while navigating a dynamic environment.

- **Charles Bolduc**, Communications Manager
- **Bruno Cestau Lopez**, Assessments Manager
- **Nathalie Chartrand**, Administrative Coordinator
- **Maria Clemente**, Coordinator, NDSE
- **Elizabeth Daley**, Manager, NDSE
- **Sean Gehring**, Director, NDSE
- **Karen Ghaleb**, Membership Coordinator
- **Karanvir Ghuman**, Admissions Coordinator, NDSE
- **Iryna Melnyk**, Director of Operations
- **Dylan Mills-Capote**, Social Media Coordinator
- **Leena Ramharakh**, Executive Assistant
- **Ramadan Sheikh**, IT Manager
- **Kyle Todt**, Director of Assessments, Fellowship
- **Karine Topalian**, Membership Manager

In closing, I wish to recognize the exceptional stewardship demonstrated by our Board of Directors over the past year. Their strategic oversight and steadfast support have been essential to the College's continued success. I am particularly thankful to Dr. Jean-Pierre Picard, Board Chair, whose visionary guidance and unwavering commitment to the organization have played a pivotal role in advancing the College's mission and vision.

The Royal College of Dentists of Canada continues to grow and evolve. Looking to the future, I remain confident that the support and engagement of our valued Fellows and Members will continue to propel us forward and help shape the future of the organization.

Respectfully submitted,

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

Following the successful first administration of the NDSE and the initiatives associated with this strategic goal, the Board of Directors has added three additional initiatives, as indicated below.

Establish NDSE Committee	100%
Develop Communication Strategy	100%
Build Operational Partnerships	100%
Track NDSE Financials	100%
Establish Examination Team Leadership/ Examiners	100%
Hold Examination Development Workshops	100%
First Examination Administration	100%
Determine examination results utilizing psychometric principles	100%
Reliability: Establish Quality Assurance Processes for Reliable NDSE Examination Results	50%
Validity: Establish and maintain robust systems and practices to enhance the validity and fairness of NDSE	75%

Sustainability: Develop and implement cost-efficient practices and robust financial management strategies to ensure medium to long term sustainability of the NDSE **75%**

2. Pursue Global Leadership

Develop an Internationalization Plan	100%
Design and execute a pilot project for two specialties in one country that will develop into a permanent initiative	100%
Transition pilot project to permanent undertaking if feasible	25%

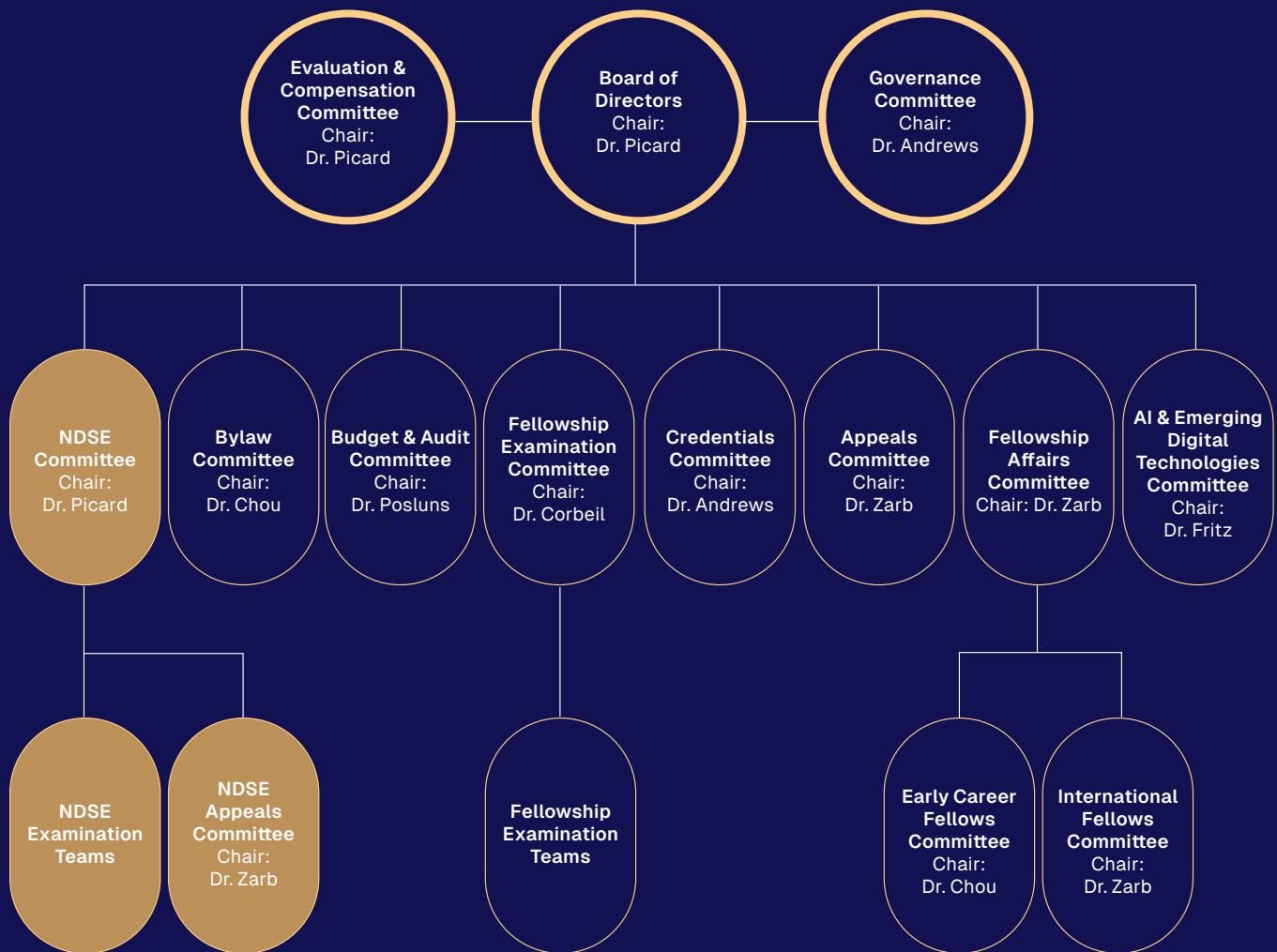
3. Enhance the Value of Fellowship

Expand mentorship program	50%
Attract New/Lost RCDC Members	50%
Education and Advocacy	40%

4. Develop Organizational Capacities

Develop Branding and Communications Strategies	80%
Improve Financial Performance and Results	40%
Implement a Data Management Plan	100%

Committee Structure



**Dr. Ming-Yi Chou**

Chair (Provisional Board
Vice-Chair)

Dr. Paul Andrews

Chair, Governance Committee

Dr. Angela Wong

Member-at-Large

Dr. Pierre-Luc Michaud

Member-at-Large

Dr. Jean-Pierre Picard

Board Chair (Ex-officio)

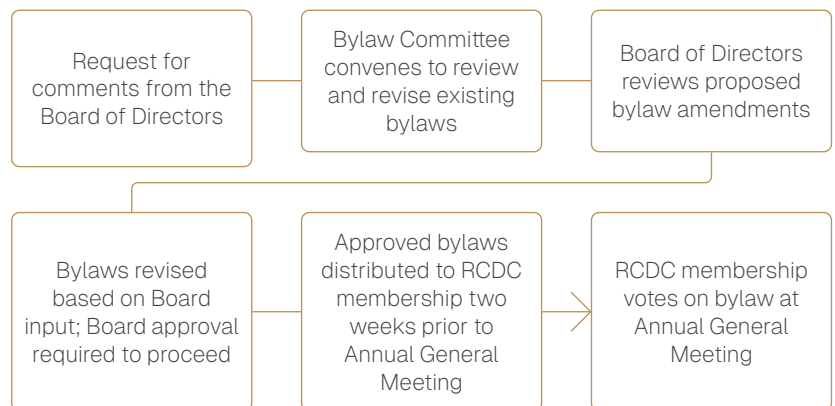
Ms. Amandine Perdebat

Managing Director

Bylaw Committee Report

The Bylaw Committee provides oversight of the College's bylaws to ensure the Board of Directors fulfills its legal, ethical, and operational responsibilities. This mandate is achieved by maintaining alignment between the bylaws and organizational priorities, and ensuring their effectiveness in advancing the organization's strategic initiatives.

The bylaws are subject to annual review through a comprehensive and systematic review and approval process as outlined below:



The bylaws will be circulated to Fellows and Members prior to the Annual General Meeting on September 27, 2025, where they will be presented for voting. Following approval, the updated bylaws will be made available on the College's website.

By means of this report, I would like to acknowledge and thank the current Bylaw Committee members for their dedication and commitment to ensuring The Royal College of Dentists of Canada maintains contemporary and effective governance standards.

Respectfully submitted,

Dr. Ming-Yi Chou

Chair, Bylaw Committee

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, The Governance Guys—an external governance consultancy—successfully facilitated a Strategic Planning Session for the College. The resulting strategic plan now serves as a guiding framework for RCDC’s activities from 2023 through 2026. The full report is available on the RCDC website. Looking ahead, the next Strategic Planning Session is scheduled for November 2025 and will shape the College’s direction for the 2026–2029 period.

Committee Vacancies

The Chair of the Governance Committee has been working closely with Directors and Committee Chairs to address vacancies across RCDC committees. Additionally the Governance Committee initiated the recruitment process to fill Member-at-Large positions on the Fellowship Affairs Committee in January 2025.

These efforts to strengthen committee engagement aim to provide Directors and Members-at-Large with a deeper understanding of the College’s operations, while enhancing their role as vital channels of communication to the Board. In doing so, the College supports more informed, transparent, and effective governance at all levels.



Dr. Paul Andrews

Chair (Director, Pediatric Dentistry)

Dr. Lisa Johnson

Director, Oral Pathology

Mr. Lyle Best

Public Member

Dr. Peter Fritz

Member-at-Large

Dr. Jean-Pierre Picard

Board Chair (Ex-officio)

Dr. Ming-Yi Chou

Provisional Board Vice-Chair
(Ex-officio)

Dr. Keith Da Silva

Provisional Board Vice-Chair
(Ex-officio)

Policy and Position Descriptions Review

As part of its regular mandate, the Governance Committee commenced its annual review of Governance policies, as well as position and role descriptions. A structured schedule for this review was established to ensure consistent and effective oversight.

Recruitment of a Public Member

Working with Ms. A. Perdebat (Managing Director) and The Governance Guys, an external governance firm, a comprehensive skills matrix assessment was completed to identify the Board's strengths and weaknesses, as well as gaps that need to be filled by a public Member. After a transparent search for a Public Member, the College received and reviewed the submissions from over 50 applicants. Following a robust vetting process, Mr. Lyle Best was appointed as the Public Member on the Board of Directors.

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 nominees duly elected to these positions will be presented for approval by the membership at the Annual General Meeting. This year's elected individuals are:

- **Dr. Teodora-Lunia Gheorghe**, Director for Oral and Maxillofacial Radiology
- **Dr. Nadia Marchese**, Director for Oral Medicine
- **Dr. Patricia Brooks**, Director for Oral Pathology
- **Dr. Paul Andrews**, Director for Pediatric Dentistry
- **Dr. Ming-Yi Chou**, Director for Prosthodontics

The Chair of the Governance Committee and Secretary will have provided New Director Onboarding/Orientation session for all incoming Officers and Directors.

Most of the slate of Officers will be continuing in their current positions. The Officers to be presented at the Annual General Meeting (AGM) will be as follows: Registrar, Dr. John Zarb; and Treasurer, Dr. James Posluns. The newest addition will be the Examiner-in-Chief, Fellowship Examination, Dr. Ronald Sperber. The Secretary, Ms. Amandine Perdebat, and the Director, NSDE, Mr. Sean Gehring, have been appointed by the Board by virtue of their roles within the College. In addition, a Vice-Chair will be appointed by the Board of Directors in accordance with policies at the beginning of September and will be presented to the membership for approval at the AGM.

Additional highlights of the Governance Committee's activities this year included the approval of the Pediatric Dentistry Fellowship Chief Examiner, dissolution of inactive Committees, and the selection of a facilitator for the 2025 strategic planning process.

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. Sandra Maduke

Director, Orthodontics

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. Ming-Yi Chou

Provisional Vice-Chair (Ex-officio)

Dr. Keith Da Silva

Provisional Vice-Chair (Ex-officio)

Dr. Jean-Pierre Picard

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.

60th Anniversary Celebrations

As The Royal College of Dentists of Canada marks its 60th anniversary in 2025, the Fellowship Affairs Committee has played an integral role in preparing for this historic milestone. In addition to supporting the planning of the Anniversary Celebrations in Halifax, NS on September 26-27, 2025, the Committee has been actively involved in developing a range of initiatives to commemorate the occasion throughout the year. These include the creation of engaging social media content that highlights key moments in the College's history, celebrates the contributions of Fellows throughout the years, and showcases the evolution of the meaning of Fellowship in dental specialties in Canada.

Annual Continuing Education Day

In addition to the upcoming Anniversary Celebrations in September in Halifax, NS, the Committee has prepared another day of in-person learning on September 26th. This year's program includes expert speakers from various dental specialties, highlighting topics at the intersection of clinical innovation, communication, assessments and emerging technologies, designed to spark new thinking and shared learning across disciplines. Our Continuing Education Day plays an important role in supporting the College's commitment to professional excellence, providing Fellows with a valuable opportunity to stay at the forefront of their fields while fostering interdisciplinary collaboration and lifelong learning.

Monthly Continuing Education Webinar Series

The RCDC's monthly Continuing Education Webinar Series continued to be a cornerstone of member engagement for the fifth consecutive year. The series has steadily expanded in both audience participation and the diversity of topics explored. In 2025, the Fellowship Affairs Committee maintained its commitment to showcasing dental specialty training programs across Canada, featuring insightful presentations by residents from coast to coast.

This year's lineup also included distinguished lectures from Dr. Thomas Nguyen on *The Future of AI and Its Impact on the Practice of Dentistry*, and Dr. Isabelle Chase on *Dental Management of Patients with Bleeding Disorders*.

The Fellowship Affairs Committee extends its sincere gratitude to all the residents, Program Directors, guest speakers, and moderators whose contributions made the series a success. We look forward to continuing this momentum with an exciting lineup ahead beginning with Dr. Abdulrahman Ghoneim's upcoming session on Health Economics in Dentistry on October 28, 2025.

Inaugural Online Learning Session

The Committee is proud to report on the launch of a new initiative to support RCDC Fellows in their commitment to lifelong learning. The inaugural Online Learning Session took place on June 13, 2025, presented by Dr. Peter Fritz. Dr. Fritz lectured on the topic of *AI Transformation: The Specialist's Competitive Edge through Prompt Engineering*. The Committee is pleased by the positive response to this first session and looks forward to expanding on this initiative with future offerings that provide accessible, relevant, and forward-thinking educational opportunities for the RCDC community.

Mentorship Program

The Fellowship Affairs Committee has established the Mentorship Program in 2023 and continues to show strong engagement among members. It was created to fulfill the College's vision to inspire and foster excellence in dental specialties by connecting established Fellows and Members with early career

Fellows. This program promotes the transfer of knowledge from more experienced members of the College and supports the next generation of dental specialists. To date, nearly 200 mentor-mentee pairings have been made. In 2025, the Mentorship Program reopened in the spring 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-person Networking Events

As part of the College's strategic initiative to strengthen the membership engagement, the Fellowship Affairs Committee has launched in-person regional networking events in June 2024. Since then, 2 more events have been organized across Canada: November 18, 2024, in Toronto, ON and April 9, 2025, in Edmonton, AB. These gatherings offer valuable opportunities to build new relationships, exchange ideas, and reinforce the sense of community within the RCDC. The Committee invites all members to join us at the next networking event to be held in beautiful Quebec City on October 29, 2025. It will be an opportunity for you to connect with your peers from all specialties in an informal setting.

In conclusion, the Committee remains committed to enhancing membership benefits and developing new opportunities for RCDC Fellows and Members. We continue to welcome your feedback and insights, which are vital in guiding our work and ensuring we meet the evolving needs of the RCDC community.

As we reflect on another successful year, I would like to extend my sincere thanks to my colleagues on the Fellowship Affairs Committee and to the dedicated RCDC staff. It has been a true privilege to contribute to the College's mission, and an even greater honour to do so alongside such a talented and collaborative team.

Respectfully submitted,

Dr. John Zarb

Chair, Fellowship Affairs Committee

Early Career Fellows Committee Report

The Early Career Fellows Committee is responsible for the general and specific needs of Early Career Fellows (ECF). Recognizing that the needs of our membership change over time, the Early Career Fellows play an essential role in sustaining the College's growth and vitality.

The Committee's responsibilities include the development of a professional development strategy and process to engage Early Career Fellows, the establishment of a mentorship program that pairs up ECFs with established mid and late career Fellows or Members, the maintenance of a communication plan for Early Career Fellows and the recommendation of policy changes to the Board through the Early Career Fellow Director.

The Committee has been working closely with the Fellowship Affairs Committee to ensure the engagement of the Early Career Fellows in the bi-annual Mentorship Program. The most recent round of mentorship pairings, launched in Spring 2025, was met with positive participation and feedback from ECFs. All Fellows and Members are encouraged to participate in the Mentorship Program multiple times to ensure new Fellows are matched with the most suitable mentors.

In addition, the Committee is working on establishing targeted professional development seminars for Early Career Fellows which have been with the College for less than 7 years. To ensure these seminars reflect the priorities and interests of this group, a survey will be distributed in Fall 2025 to gather insights that will inform program planning and delivery.

I would like to extend my sincere appreciation to all Committee members for their ongoing dedication, collaboration, and support in advancing these important initiatives on behalf of the College.

Respectfully submitted,

Dr. Ming-Yi Chou

Chair, Early Career Fellows Committee



Dr. Ming-Yi Chou

Chair (Provisional Board
Vice-Chair)

Dr. Keith Da Silva

Director, Dental Public Health

Dr. Sandra Maduke

Director, Orthodontics

Dr. Codey Pilgrim

Member-at-Large

Dr. Elahe Behrooz

Member-at-Large

Dr. Sepehr Torabi

Member-at-Large

Dr. Jean-Pierre Picard

Board Chair (Ex-officio)

Dr. Izchak Barzilay

Board Chair Emeritus

Membership Report

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

As of September 2024, the Board of Directors of the Royal College of Dentists of Canada approved the creation of two new member types – *Life-Active*, and *Retired*, to replace the previous Life Fellow and Life Member designations going forward.

Life-Active members maintain an active license, and have either reached the age of 70 years, or

have been with the College for 30 years or more. *Retired* members have completely retired and no longer hold any license.

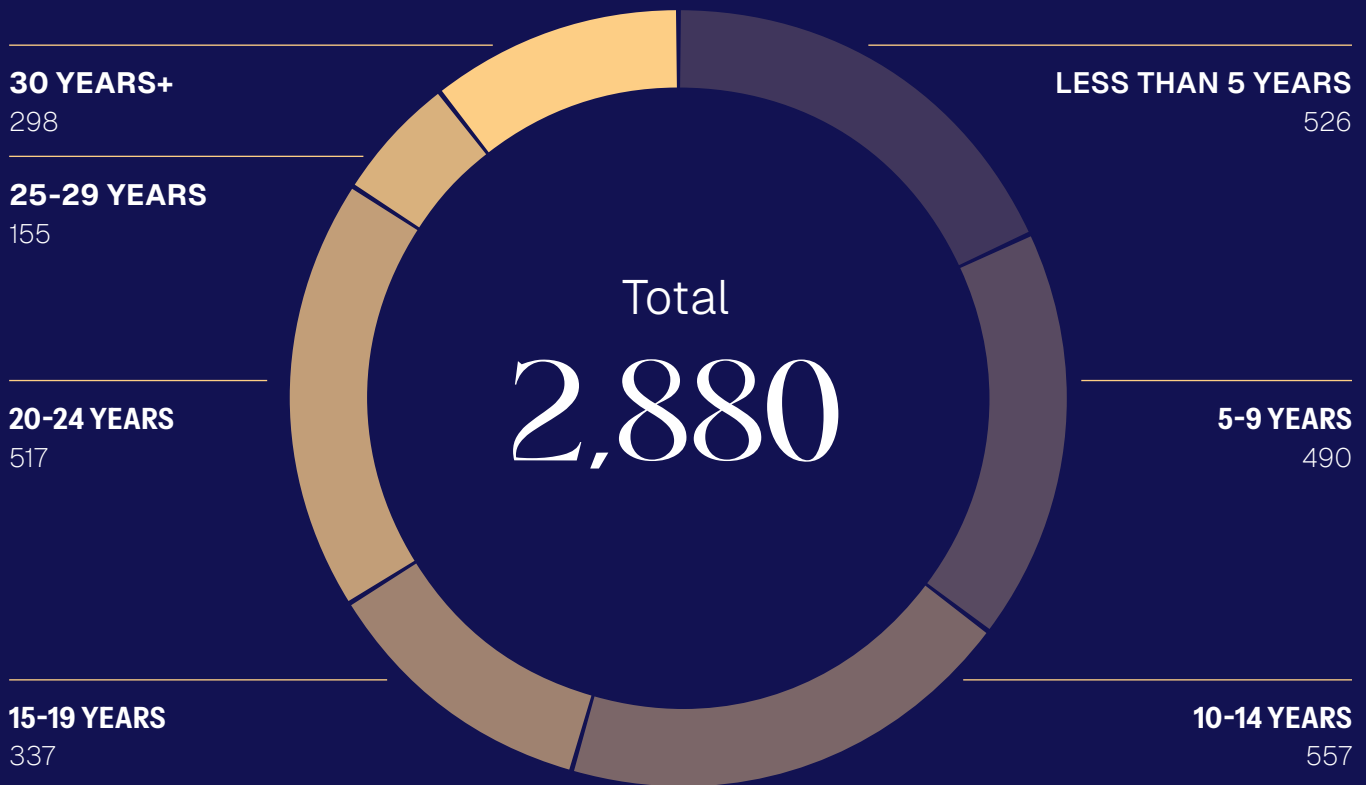
The College has 2,880 members in good standing, including 25 Fellows and Life Fellows who are double specialists, thus raising the count to 2,905.

An increase in membership of 1.93% was observed over 2024.

SPECIALTY	FELOWES	MEMBERS	LIFE-ACTIVE FELOWES	LIFE-ACTIVE MEMBERS	LIFE FELLOWS	LIFE MEMBERS	RETIRED FELOWES	RETIRED MEMBERS	TOTAL
Dental Public Health	33	-	1	-	12	4	1	-	51
Dental Sciences	1	-	-	-	8	-	-	-	9
Endodontics	327	1	-	-	25	10	-	-	363
Oral & Maxillofacial Radiology	35	2	-	-	4	-	-	-	41
Oral & Maxillofacial Surgery	406	10	4	4	56	17	3	1	501
Oral Medicine	14	-	-	-	3	-	-	-	17
Oral Medicine & Oral Pathology	34	-	3	-	13	-	-	-	50
Oral Pathology	11	-	1	-	5	-	-	-	17
Orthodontics	582	4	-	3	63	14	2	1	669
Pediatric Dentistry	385	4	3	2	26	14	3	-	437
Periodontics	361	8	1	2	26	22	-	2	422
Prosthodontics	287	1	2	2	23	13	-	-	328
Total	2,476	30	15	13	264	94	9	4	2,905

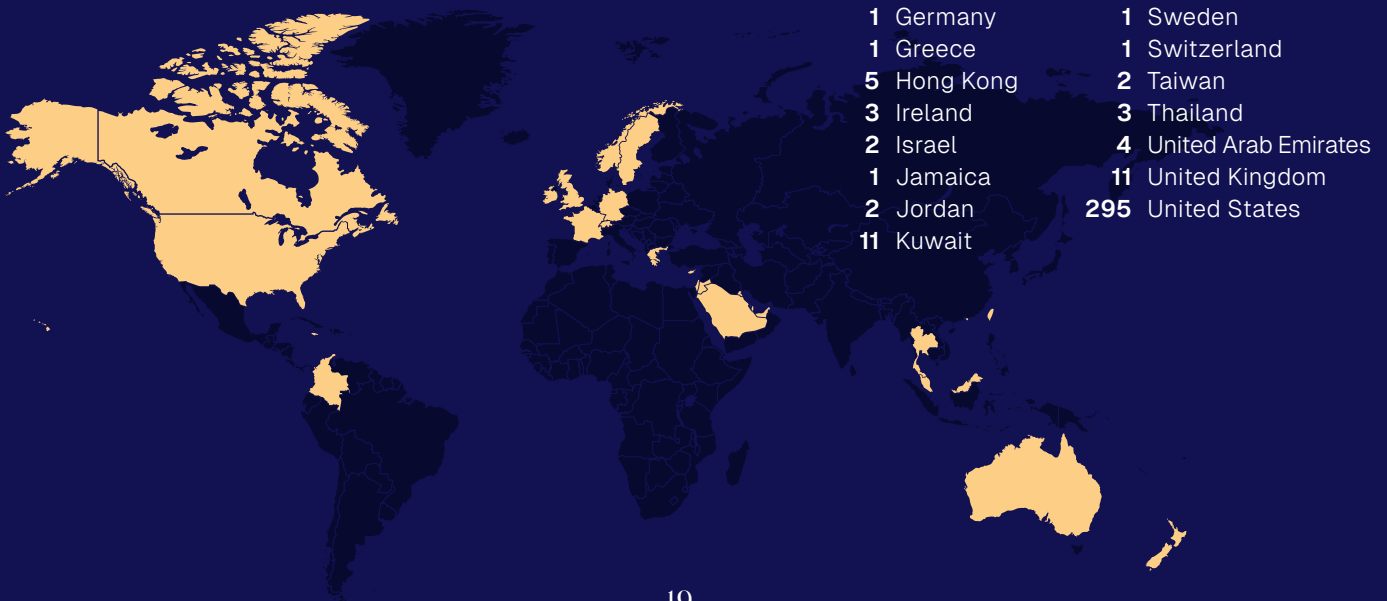
* some Fellows hold dual specialties

Fellowship Tenure Overview



Membership by Country

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



In Memoriam



Dr. Colin F. Foster

Life Fellow
Oral and Maxillofacial Surgery
Sydney, British Columbia
Canada

Dr. Frank I. Hohn

Fellow
Oral and Maxillofacial Surgery
Saskatoon, Saskatchewan
Canada

AI and Emerging Digital Technologies Committee Report

The AI and Emerging Digital Technologies Committee was established in 2024 to support the College in fulfilling the College's mandate to promote the highest standards of specialization in the dental profession and to recognize properly trained dental specialists, in alignment with the Board's statutory obligations and long-term goals. The responsibilities of the AI and Emerging Digital Technologies Committee include undertaking research and stakeholder consultations to evaluate the impact and use of AI and emerging digital technologies.

During its first year, the Committee focused on foundational initiatives to position the College as a proactive leader in this evolving space. Key achievements include:

1. Development of an Internal AI Policy: The Committee drafted and finalized a policy framework to guide the College's responsible, ethical, and strategic use of AI in its operations and decision-making.
2. Environmental Scan of AI in Assessments: The Committee conducted a comprehensive review of how comparable professional and regulatory organizations are adopting AI in assessment processes, identifying trends, risks, and best practices to inform future RCDC initiatives.
3. Launch of AI Continuing Education – In partnership with the Fellowship Affairs Committee, the College introduced its first online learning session, AI Transformation: The Specialist's Competitive Edge through Prompt Engineering.

These accomplishments set a strong foundation for future work, which will include deeper stakeholder engagement, exploration of AI's role in competency-based assessments, and guidance on integrating emerging technologies into dental specialty practice. The Committee remains committed to ensuring that the College's approach to AI adoption is measured, evidence-based, and aligned with the industry standards.

Respectfully submitted,

Dr. Peter C. Fritz

Chair, AI and Emerging Digital Technologies Committee



Dr. Peter Fritz

Chair

Dr. John Zarb

Vice-Chair (Registrar)

Dr. Izchak Barzilay

Board Chair Emeritus

Dr. Elahe Behrooz

Member-at-Large

Dr. Jonathan Ng

Member-at-Large

Dr. Thomas Nguyen

Member-at-Large

Dr. Camila Pacheco-Pereira

Member-at-Large

Dr. Rana Tarzeman

Member-at-Large



Dr. James Posluns

Chair (Treasurer)

Dr. Daniel Turgeon

Director, Oral and Maxillofacial
Radiology

Dr. Bennett Mui

Member-at-Large

Ms. Amandine Perdebat

Managing Director

Dr. Jean-Pierre Picard

Board Chair (Ex-officio)

Dr. Ming-Yi Chou

Provisional Board Vice-Chair
(Ex-officio)

Budget and Audit Committee Report

The Royal College of Dentists of Canada (RCDC) successfully completed its annual financial audit in June 2025. The auditors raised no concerns, and the audited financial statements are enclosed in this annual report for reference.

As of March 31, 2025, RCDC operations recorded a loss of just under \$125,100 for the fiscal year ending March 31, 2025. This loss was partially offset by \$267,700 in investment income and \$188,405 in expenses incurred from strategic initiatives, resulting in a net operational loss of approximately \$42,800. The administration of the National Dental Specialty Examination (NDSE) experienced a net loss of \$321,450. Overall, total losses at year-end amounted to \$364,260. In order to offset the losses incurred in achieving the College's strategic goals, the Committee proposed a transfer of \$365,000 from the Strategic Initiative Fund to Operations to cover the year's deficit.

Operationally, revenue increased by approximately \$992,390 compared to the previous fiscal year ending March 31, 2024. Correspondingly, expenses rose across several areas, including overall operational costs, membership engagement initiatives, and the implementation of strategic plan initiatives. Total expenses increased by just under \$380,000 compared to the previous year.

A review of the investment portfolio revealed a reduction in investment capital year-over-year. Despite a \$400,000 withdrawal to support operations and management fees, dividend and interest revenue, along with both realized and unrealized gains totaling \$242,340, resulted in a net redemption of approximately \$190,493 at year-end.

The College continues to maintain healthy cash reserves and investments. Total assets decreased by \$120,850 compared to the previous year. Current liabilities increased by approximately \$243,400, while reportable net assets increased as a result of the aforementioned transfer from the Strategic Initiative Fund.

RCDC

Despite the additional expenses associated with the NDSE, its financial position remains relatively stable at this time.

The addition of the NDSE represents an important advancement in RCDC operations. The College remains committed to delivering high-quality, defensible examinations across all specialties while working toward maintaining financial sustainability. The College is committed to managing operational expenses effectively, even amid fluctuating candidate volumes and external cost pressure. While RCDC has taken measures to minimize expenditures wherever possible, it will continue to explore innovative revenue sources to support long-term sustainability.

The Budget and Audit Committee extends its sincere thanks to Ms. Amandine Perdebat and the entire RCDC staff for their diligent efforts and sound fiscal stewardship throughout the year.

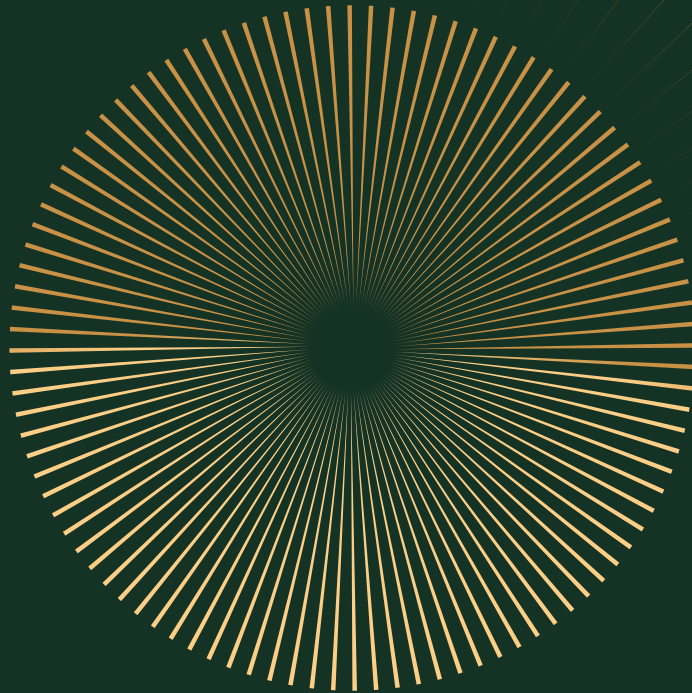
Respectfully submitted,

Dr. James Posluns

Chair, Budget and Audit Committee

Financial Statements

Year Ended March 31, 2025



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Independent Auditor's Report

Stern Cohen
— ACCOUNTANTS —

To the Directors of The Royal College Of Dentists Of Canada

Opinion

We have audited the financial statements of Royal College of Dentists of Canada, which comprise of the statement of financial position as at March 31, 2025 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, 2025, its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPPO).

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 (ASNFPPO), 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

Chartered Professional Accountants
Licensed Public Accountants
Toronto, Canada

Statement of Revenue and Expenses

FOR THE YEAR ENDED MARCH 31,	Note 1(g) RCDC \$	Note 1(g) NDSE \$	2025 \$	2024 \$
REVENUE				
Examinations	805,580	924,650	1,730,230	736,611
Members' fees	1,367,909	-	1,367,909	1,368,844
Other	27,908	-	27,908	28,210
	2,201,397	924,650	3,126,047	2,133,665
EXPENSES				
Finance and administration	1,397,687	764,504	2,162,191	1,924,368
Governance and international relations	89,899	44,810	134,709	79,717
Examination administration	596,885	436,788	1,033,673	929,290
Strategic communications and membership engagement	242,019	-	242,019	259,580
	2,326,490	1,246,102	3,572,592	3,192,955
DEFICIENCY OF REVENUES OVER EXPENSES BEFORE THE FOLLOWING OTHER ITEMS				
	(125,093)	(321,452)	(446,545)	(1,059,290)
Investment income (loss), net (Note 5)	267,691	-	267,691	199,893
Strategic initiatives, net (Note 6b)	(185,405)	-	(185,405)	(42,023)
	82,286	-	82,286	157,870
DEFICIENCY OF REVENUES OVER EXPENSES				
	(42,807)	(321,452)	(364,259)	(901,420)

See accompanying notes.

Statement of Changes in Net Assets

FOR THE YEAR ENDED MARCH 31,	RESERVE FUND \$	STRATEGIC INITIATIVE FUND \$	OPERATIONS (UNRESTRICTED) \$	2025 TOTAL \$	2024 TOTAL \$
BEGINNING OF YEAR	1,188,270	1,140,000	239,673	2,567,943	3,469,363
Deficiency of revenues over expenses for the year	-	-	(364,259)	(364,259)	(901,420)
Transfer of funds (Note 6b)	-	(365,000)	365,000	-	-
END OF YEAR	1,188,270	775,000	240,414	2,203,684	2,567,943

See accompanying notes.

Statement of Cash Flow

FOR THE YEAR ENDED MARCH 31,	2025 \$	2024 \$
OPERATING ACTIVITIES		
Deficiency of revenues over expenses for the year	(364,259)	(901,420)
Items not involving cash		
Amortization of capital assets	9,788	10,912
Fair value adjustments to investments	106,016	106,847
Working capital required by operations	(248,455)	(783,661)
Net change in non-cash working capital balances related to operations	270,875	845,593
Cash from operations	22,420	61,932
INVESTING ACTIVITIES		
Purchase of capital assets, net of disposals	(3,429)	(3,388)
Investments, net of disposals	425,938	(64,386)
	422,509	(67,774)
CHANGE IN CASH DURING THE YEAR	444,929	(5,842)
CASH		
Beginning of year	509,096	514,938
End of year	954,025	509,096

See accompanying notes.

Statement of Financial Position

AS AT MARCH 31,	2025 \$	2024 \$
ASSETS		
Current assets		
Cash	954,025	509,096
HST recoverable	26,559	24,793
Investments	3,978,421	4,510,375
Prepaid expenses and inventory	109,108	138,343
	5,068,113	5,182,607
Capital assets (Note 2)	28,117	34,476
	5,096,230	5,217,083
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	278,738	455,613
Deferred revenue (Note 3)		
Dues	1,021,710	1,010,214
Examination revenue	1,592,098	1,183,313
	2,892,546	2,649,140
NET ASSETS		
Reserve fund (Note 6a)	1,188,270	1,188,270
Strategic initiative fund (Note 6b)	775,000	775,000
Operations (unrestricted)	240,414	239,673
	2,203,684	2,202,943
	5,096,230	4,852,083

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 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	
			2025 \$	2024 \$
Furniture and equipment	36,708	27,286	10,624	9,422
Computer equipment	128,576	122,124	3,879	6,452
Leaseholds	7,920	6,336	-	1,584
Examination software	103,423	86,405	13,614	17,018
	276,627	242,151	28,117	34,476

3. Deferred revenue

	RCDC 2025 \$	NDSE 2025 \$	TOTAL	2024 \$
Deferred exam fees, balance, beginning of year	688,313	495,000	1,183,313	540,375
Received during the year				
Examination fees	726,000	1,248,000	1,974,000	1,207,250
Application, convenience and review fees	119,680	83,650	203,330	205,105
Fees refunded during the year	(27,315)	(11,000)	(38,315)	(32,806)
Earned during the year	(805,580)	(924,650)	(1,730,230)	(736,611)
Deferred exam fees, balance, end of year	701,098	891,000	1,592,098	1,183,313

Deferred dues revenue consists of 2025 annual dues already received that will be recognized as income from the period of April 1, 2025 through December 31, 2025.

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, 2025 the line was not drawn upon.

5. Investment income

	2025 \$	2024 \$
Interest income	50,083	56,218
Mutual fund income	105,073	104,004
Realized gain/(loss)	21,411	(45,725)
Eligible dividends	9,841	12,226
Unrealized gain	106,016	106,847
Investment income	292,424	233,570
Less: management fees	(24,733)	(33,677)
	267,691	199,893

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 2025 year, the Board approved a transfer of \$365,000 (2024 - \$860,000) 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 2030. Annual rent, inclusive of operating costs in subsequent fiscal years are approximately as follows:

	\$
2026	82,800
2027	95,900
2028	95,900
2029	95,900
2030	95,900
	466,400

(d) Financial instruments

The College is exposed to the following significant risks:

- i. Interest rate risk

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

- ii. Market risk

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

- iii. Liquidity risk

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



Fellowship Examination Committee Report

Dr. Christine Corbeil

Chair, Examiner-in-Chief,
Fellowship Examination

Dr. Ronald Sperber

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. Christina McCord

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 evaluates a candidate's clinical decision-making and judgment, along with the ability to evaluate needs and formulate high-quality patient care in a 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 2025, the College continued to advance the Fellowship Examination process through the implementation of new initiatives and refinement of existing systems to ensure reliable and fair assessments for all candidates.

Key Developments in 2025

The 2025 Fellowship Examination was administered from April 25 to June 1, with 194 candidates participating. All candidates were successfully examined and received their full allotted time. This year's primary focus was on refining Global Rating Scales (GRS), completing the competency profiles and blueprints, and enhancing the digital infrastructure supporting the examination.

Global Rating Scale (GRS) Refinement

In 2025, eight specialties adopted Global Rating Scales (GRS), with nine specialties committed to the full implementation in 2026. GRS scoring evaluates overall performance for different competencies rather than relying solely on checklist-based criteria. These GRS rubrics, paired with performance-level descriptors, continue to support a consistent and objective assessment framework for Examiners. Additional Examiner training and iterative improvements

were made to further calibrate scoring.

iPad Scoring Enhancements

Following the successful introduction of iPad scoring via the risr/ platform in 2024, further enhancements were made in 2025 based on feedback from Examiners. Larger iPad screens were provided based on Examiner feedback, and Examiner training sessions contributed to a more seamless marking experience. Printed examinations were again provided as a complement to digital scoring, ensuring Examiners could work in their preferred format.

Competency Profiles and Blueprints

A key milestone in 2025 was the completion of competency profiles and blueprints for nine specialties. This major, multi-year project reflects the College's commitment to evaluating advanced clinical competencies for Fellowship. Each blueprint outlines essential content aligned with the purpose of the examination. The new blueprints will be implemented in the 2026 Fellowship Examination and will be published on the RCDC website.

These documents have been paired with corresponding GRS rubrics and performance level descriptors to provide a structured, holistic framework for both candidates and Examiners. Sincere thanks go to the Fellows and Examiners who contributed their time and expertise to this important initiative.

New Examination Formats

Two significant format enhancements were piloted in 2025:

- Oral and Maxillofacial Radiology conducted its first Objective Structured Clinical Examination (OSCE). This pilot was a major success and provides a valuable model for future transitions to station-based oral examinations.
- Orthodontics reintroduced the Case Analysis component, which was well received and demonstrated strong alignment with Fellowship-level competencies.

Acknowledgments

We extend sincere thanks to all Examiners and Chief Examiners for their commitment and for volunteering their time to the Fellowship Examination process. Their dedication and professionalism remain at the heart of its success.

Special thanks to the College staff: Bruno Cestau Lopez, Karine Topalian, Karen Ghaleb, Nathalie Chartrand, Iryna Melnyk, and

Dr. Igor Pesun

Chief Examiner, Prosthodontics

Dr. John Zarb

Registrar

Dr. Ming-Yi Chou

Provisional Board Vice-Chair
(Ex-officio)

Dr. Keith Da Silva

Provisional Board Vice-Chair
(Ex-officio)

Dr. Jean-Pierre Picard

Board Chair (Ex-officio)

Ms. Amandine Perdebat

Managing Director

Mr. Kyle Todt

Director of Assessments

RCDC

Ramadan Sheikh, whose support throughout the examination cycle was exceptional. We also recognize the leadership of Amandine Perdebat, Managing Director, and the vital contributions of our psychometrician, Aurélie Lecocq, PhD.

We thank Dr. Ronald Sperber for assuming the role of Associate Examiner-in-Chief and for his contributions to the 2025 Fellowship Examination.

Lastly, we are grateful to Kyle Todt, Director of Assessments, for his continued leadership and commitment to innovation and excellence in examination delivery.

Respectfully submitted,

Dr. Christine Corbeil

Chair, Fellowship Examination Committee

Five-Year Examination Success Rate For First-Time Takers

Speciality	Number of Candidates	Pass Percentage
Dental Public Health	10	70%
Endodontics	95	75.8%
Oral and Maxillofacial Radiology	18	50%
Oral and Maxillofacial Surgery	100	78%
Oral Medicine	19	63.2%
Oral Pathology	-	-
Orthodontics	154	82.5%
Paediatric Dentistry	134	85.8%
Periodontics	149	77.9%
Prosthodontics	201	63.2%

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

Fellowship Examination Report

**Aurelie Lecocq, PhD**

Director, Business Strategy and
Growth - Psychometrics,
Meazure Learning

The 2025 Fellowship Examination was successfully administered remotely in May and June across nine dental specialties, maintaining 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 dental 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.

A particular emphasis in this year's training was placed on recognizing and minimizing potential Examiner bias. Although no prior concerns had been identified, this proactive approach aimed to further reinforce the integrity of the assessment process. Training modules focused on promoting objective scoring and raising awareness of unconscious assumptions or stereotypes, ensuring a fairer and more inclusive evaluation experience. The content of each examination, comprised of standardized clinical cases, underwent a rigorous, multi-step validation process by the specialty's Examination team and the Psychometrician. Modifications were made as necessary to align with both specialty-specific requirements and psychometric best practices. In addition to ensuring content accuracy and relevance, items were reviewed for sensitivity, including the avoidance of stereotypes and bias, to promote equity and inclusivity. This comprehensive process further strengthened the validity, reliability, and fairness of the assessments.

The focus this year included expanding the transition from a checklist-based scoring system to Global Rating Scales (GRS), a shift successfully initiated last year. Building on that success, almost all specialties have now adopted GRS as their primary scoring method. GRS provide a more holistic evaluation framework by capturing candidates' overall performance and competence across multiple dimensions. One specialty implemented an in-person OSCE, which required careful calibration of cases to

ensure consistent length and complexity across stations. The initiative was met with strong positive feedback from both Examiners and candidates.

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. Both approaches reflect a commitment to criterion-referenced, evidence-based standard setting practices.

In almost all specialties, 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 psychometrics. All candidate scores were reviewed, alongside standard setting benchmarks, and the examination teams established criterion-based pass marks using statistical evidence, with careful consideration given to inter-rater reliability and standard error of measurement. Performance data for borderline candidates, i.e. those scoring near the pass mark, were subject to a close review prior to final pass/fail decisions.

As part of continual commitment to excellence in assessment, new Fellowship Examination competency

documents and blueprints were developed, reviewed, and validated for nine specialties. This work was carried out through a rigorous and collaborative process involving subject matter experts, educators, and psychometricians. These foundational documents establish clear, measurable benchmarks that guide SMEs throughout examination development, review, and validation processes. By ensuring consistent alignment between examination content and the competencies expected of candidates seeking Fellowship certification, these documents contribute to a more transparent, defensible, and equitable evaluation framework across specialties. To support broader stakeholder engagement and promote transparency, the finalized versions will be made publicly available in fall 2025.

Looking ahead, the College, with the assistance of the Psychometrician, will implement a new process for the item writing phase that integrates GRS from the early stages of item development. This update will not only strengthen the calibration process but also reflect our commitment to continuous improvement and adherence to best practices in dental specialty examinations.

Finally, I would like to extend my deepest thanks to Dr. Christine Corbeil, Examiner-in-Chief, Fellowship Examination and Dr. Ronald Sperber, Associate Examiner-in-Chief, Fellowship Examination for their outstanding leadership and commitment to excellence. I also wish to recognize all Chief Examiners and the members of each Examination team for their expertise, time, and dedication as Examiners. Your contributions are critical to the integrity, fairness, and continued success of the Fellowship Examination. A heartfelt thank you as well to the exceptional RCDC Staff, whose behind-the-scenes work ensures the smooth and rigorous delivery of this complex assessment. Your professionalism and dedication are truly appreciated.

Respectfully,

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Director, Business Strategy and Growth -
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Dr. Ihab Kodsí

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Dr. Kristopher Lee

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Dr. Kevin Lung

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Dr. Julia Pumpura

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Dr. Kurt Scherle

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Dr. Heather Dyment

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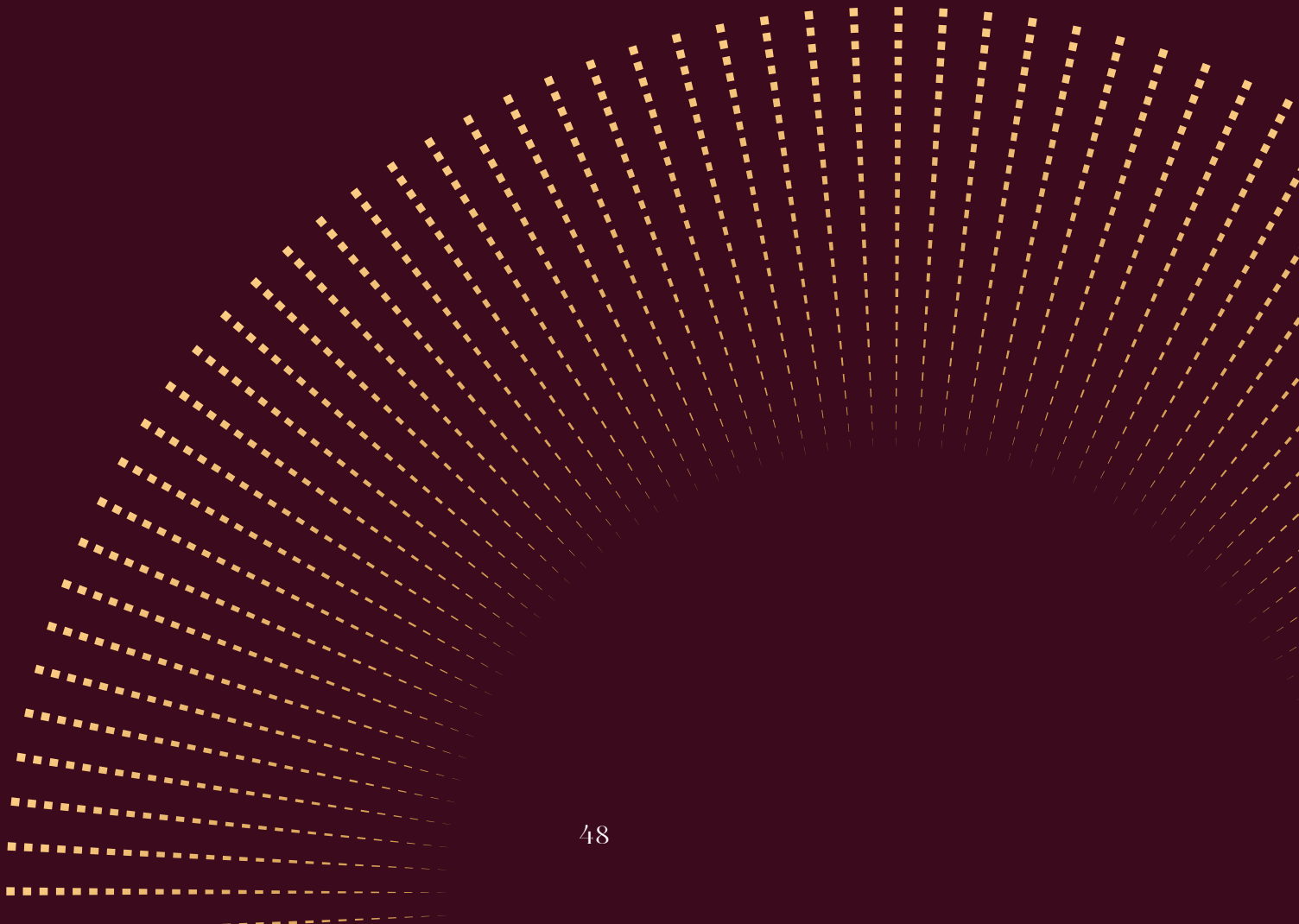
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National Dental Specialty Examination



RCDC





Dr. Robert Loney

Examiner-in-Chief, NDSE

NDSE Report

The Royal College of Dentists of Canada (RCDC, the College) develops and administers the National Dental Specialty Examination (NDSE) for nine nationally recognized dental specialties in Canada. RCDC has built on the foundations established in 2024 to maintain positive momentum with the NDSE in 2025.

Given the timeframe of the publication of the Annual Report and timing of the examination processes, several of the key examination performance metrics were still being analyzed and approved at the time of publication. This report provides an overview of the 2025 NDSE, with a more in-depth presentation including those metrics to be made by Examiner-in Chief, NDSE, Dr. Robert Loney, at the AGM in September.

Specialty Examination Leadership

Eight of the nine Specialty Examination Team Leads were able to continue in their roles with their specialty teams in 2025. Having this level of continuity was beneficial to success for the 2025 examination. Dr. Amanda Gruza joined as the Team Lead for Oral Medicine and Oral Pathology to round out the specialty leadership group.

At the end of the 2025 cycle Dr. Jim Lai and Dr. James Posluns, Team Leads for Periodontics and Orthodontics, respectively, will be stepping down from their Team Lead roles. We would like to thank both for contributing their knowledge, leadership and expertise.

Examination Development

The format of the examinations remained the same as in 2024. Each specialty examination consisted of an examination delivered on computer-based platform, with a total testing time of six hours. Following the 2024 administration, each specialty underwent an annual blueprint review process that involved the Team Lead,

the Examiner-in-Chief, NDSE and the NDSE Psychometrician. Work continues on blueprint and examination development for the new specialty of Dental Anesthesia.

The examination development for each of the nine existing specialties involved a series of three workshops: Question Development, Examination Review and Question Selection and Standard Setting.

Along with our nine Specialty Examination Team Leads, 114 Examiners and four French Reviewers 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 2025 Examination Cycle

One hundred and sixty-four candidates applied to challenge the NDSE across nine specialty examinations in 2025. One hundred and fifty-six candidates challenged the NDSE in English across all specialty examinations and 8 candidates challenged the NDSE in French across three specialty examinations.

2025 NDSE Administration

The NDSE was administered on June 10th and 11th, 2025 across thirty-one examination test centres, with 16 in Canada and 15 in the United States. Seventy percent of candidates selected a Canadian-based test site and thirty percent selected a US-based test site. During the course of the examination registration eight additional test sites were added based on requests in an effort to minimize the burden of travel for the

candidates. In addition, we supported six candidate accommodation requests.

Psychometrics and Key Validation

Ms. Marie-Lyne Laliberté, the NDSE Psychometrician, was 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 consistently demonstrated exceptional performance throughout the 2025 examination development and delivery process. Administering the NDSE is a major undertaking that engages hundreds of individuals, including candidates, examiners, translators, French reviewers, and more. The staff deserve recognition for their outstanding project management, professionalism, and the high quality of work over the last year.

In conclusion, we extend our heartfelt appreciation to our Specialty Examination Leadership Group and our Examiners. Their unwavering commitment and active involvement are essential to the success of the NDSE. We also wish to express our thanks to Ms. Amandine Perdebat and Dr. Jean-Pierre Picard and the NDSE Committee for their leadership, support, and guidance in all matters relating to the NDSE.

Respectfully submitted,

Dr. Robert Loney

Examiner-in-Chief, NDSE

Mr. Sean Gehring

Director, NDSE



NDSE Committee Report

Dr. Jean-Pierre Picard

NDSE Committee Chair

Dr. Randall Croutze

Dental Regulatory Authority
Representative

Ms. Caroline Daoust

Dental Regulatory Authority
Representative

Mr. Daniel Faulkner

Dental Regulatory Authority
Representative

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

The National Dental Specialty Examination (NDSE) Committee is a Standing Committee of The Royal College of Dentists of Canada (RCDC. The College). 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 of Canada (1)
- Canadian Dental Specialties Association (1)
- Public Member (1)

The NDSE Committee was established in the summer of 2023 and continued to build on the momentum established by the 2024 NDSE into the 2025 cycle. This was my second year as Chair of this Committee and in this role, it was a great privilege to collaborate with a remarkable team of dedicated professionals, all united by a shared commitment to the success of the NDSE. This high level of collaboration and engagement led to significant work by the Committee members during the 2025 NDSE 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 the pass marks for each specialty examination
- Recommendation for the 2024/25 budget and examination fees to the RCDC Board of Directors

Dr. Trish Lukat will be stepping down from her role on the Committee following the 2025 cycle. I would like to express my sincere gratitude to her for lending her knowledge, leadership, and expertise throughout the past two NDSE cycles.

There are a number of key initiatives on the horizon for the NDSE and the Committee, including the development of an examination for Dental Anesthesia in 2026 and implementation of the job task analysis process for each specialty leading to new blueprints over the next 3 years.

I will 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 2025 NDSE.

I would also like to recognize the exceptional efforts of the NDSE Unit and the Examination teams. Their collective dedication and hard work were instrumental in the success of the 2025 NDSE cycle.

Respectfully submitted,

Dr. Jean-Pierre Picard

NDSE Committee Chair

Dr. Lisa Johnson

Canadian Dental Specialties
Association Member

Dr. Trish Lukat

Canadian Dental Specialties
Association Member

Dr. Doug MacKay

The National Dental Examination
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Dr. Haider Al-Waeli

Association of Canadian Faculties
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Dr. Robert Loney

Examiner-in-Chief, NDSE

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The Royal College of Dentists of
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Examiner

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Examiner

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Dr. Sandra Bennett
Examiner

Dr. Doug Brothwell
Examiner

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Dr. Rafael Figueiredo
Examiner

Dr. Robert Hawkins
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Dr. Alyssa Hayes
Examiner

Dr. Ferne Kraglund
Examiner

Dr. Sojung Lee
Examiner

Dr. Steven Patterson
Examiner

Dr. Carlos Quiñonez
Examiner

Dr. Faahim Rashid
Examiner

Dr. Jodi Shaw
Examiner

Dr. Maria Van Harten
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Endodontics



Dr. Ahmed Hieawy
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Dr. Hind Alzuhair
Examiner

Dr. Joshua Ananthan
Examiner

Dr. Evan Baird
Examiner

Dr. Peter Bellingham
Examiner

Dr. Marina Braniste
Examiner

Dr. Les Campbell
Examiner

Dr. Philippe Duquette
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Dr. Mahsa Farzaneh
Examiner

Dr. Ksenia Fedorova
Examiner

Dr. Sophia Lalani
Examiner

Dr. Gillian Layton
Examiner

Dr. Gevik Malkhassian
Examiner

Dr. Mana Mirfendereski
Examiner

Dr. Pierre-Olivier Miron
Examiner

Dr. Carlos Ochoa
Examiner

Dr. Ellen Park
Examiner

Dr. Karina Roth
Examiner

Dr. Juliana Santos
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Examiner

Dr. Nadia Marchese
Examiner

Dr. Christina McCord
Examiner

Dr. Tim McGaw
Examiner

Dr. Samson Ng
Examiner

Dr. Pallavi Parashar
Examiner

Dr. Kristina Perschbacher
Examiner

Dr. Catherine Poh
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Examiner

Dr. Yoko Tsukada
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Examiner

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Examiner

Dr. Ernest Lam
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Dr. Trish Lukat
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Examiner

Dr. Garnet Packota
Examiner

Dr. Susanne Perschbacher
Examiner

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Dr. Caroline Nguyen

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Examiner

Dr. Oliver Pin-Harry

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