Program

8:00-9:00  REGISTRATION and CONTINENTAL BREAKFAST

9:00-9:15  Welcome and Introduction
David Walker, Executive Director, School of Policy Studies, Queen’s University

Queen’s Health Policy Council, its creation, purpose, and potential
Introduction of Council members
Enumeration of the goals of the Dialogue:
• Engage discussion of significant issues affecting health and healthcare in Canada
• Involve participants in the dialogue, including students in policy studies, the health professions, business, and social sciences.

Chair, Morning Sessions: Ian Gilron, Director of Clinical Pain Research, (Anesthesiology and Biomedical Sciences), Centre for Neuroscience Studies, Queen’s University

9:15-10:30  Session 1: Panel Discussion Looking into the Future of:

a) Specialty, Hospital-Based Healthcare: Chris Simpson, Vice-Dean (Clinical) School of Medicine, Queen’s University

b) Family Medicine: Michael Green, Head, Department of Family Medicine, Queen’s University

c) Nursing: Jennifer Medves, Professor and Director, School of Nursing, Vice-Dean (Health Sciences), Queen’s University

d) Rehabilitation Therapy: Marcia Finlayson, Vice-Dean (Health Sciences), Director of the School of Rehabilitation Therapy, Queen’s University

e) New Health Professionals:
   • Medicine: Akshay Rajaram, MMI MD Candidate (2019), Queen’s University
   • Nursing: Julia Kruizinga, President, Nursing Student Society, Queen’s University
   • Policy Studies: Jeremiah Bach, MPA’19 candidate, Queen’s University
   • Rehabilitation Therapy: Amanda Mofina, PhD candidate, Rehabilitation Science, Queen’s University

10:30-10:45  BREAK

10:45-11:15  Session 2: Panel Discussion

a) Funding the Future: Don Drummond, Stauffer-Dunning Fellow, School of Policy Studies, Queen's University

b) Organizing the Future: Kasia Bruski, Innovation Lead, Global Assessment Programs, Health Standards Organization, Ottawa, ON

11:15-12:15  Session 3: Audience Discussion with Combined Panels
Moderated by Don Drummond, Stauffer-Dunning Fellow, School of Policy Studies, Queen's University, and Kasia Bruski, Innovation Lead, Global Assessment Programs, Health Standards Organization, Ottawa, ON

12:15-1:00  LUNCH
Chair, Afternoon Sessions: Richard Reznick, Dean (Health Sciences), Queen’s University

1:00-2:00  Session 4: Panel Discussion: Incentives to Foster Health
a) Measuring Health: David O’Toole, President and CEO of the Canadian Institute for Health Information (CIHI)

b) Promotion of Health: Kieran Moore, CEO and Medical Officer of Health, Kingston, Frontenac, Lennox & Addington Public Health

c) Health of the Frail Elderly: John Muscedere, Professor, Department of Medicine, Faculty of Health Sciences, Queen’s University and Scientific Director, Canadian Frailty Network

d) The Health of Communities: Donna Segal, former Chair, South East Local Health Integration Network

2:00-3:00  Session 5: Incentives Fostering Effectiveness and Efficiency – Panel Discussion
a) The (In)Efficiency of the Physician Pay System: Richard Chaykowski, Professor and Director, Employment Relations Programs, Queen’s University

b) Tailored Compensation Systems: Don Drummond, Stauffer-Dunning Fellow, School of Policy Studies, Queen’s University

a) Professional Mores: Marcia Finlayson, Vice-Dean (Health Sciences), Director of the School of Rehabilitation Therapy, Queen’s University, and Chris Simpson, Vice-Dean (Clinical) School of Medicine, Queen’s University

3:00-3:15  BREAK

3:15-4:15  Session 6: Dialogue with Queen’s Health Policy Council Members
Moderator: David Walker, Executive Director, School of Policy Studies, Queen’s University

4:15-4:45  Summary
Duncan Sinclair, former Dean, faculties of Medicine and Arts and Science, Emeritus Professor of Physiology, Queen’s University

4:45-5:00  Closing Remarks
David Walker, Executive Director, School of Policy Studies, Queen’s University
Speaker Biographies

Jeremiah Bach is an MPA candidate in the School of Policy Studies at Queen’s University, and has worked in the mental health system and disability community for over a decade. He is currently a Peer Support Worker on an Assertive Community Treatment Team at the Centre for Addiction and Mental Health in Toronto, and was a Senior Manager with the Mood Disorders Association of Ontario. He has held project management and education specialist roles with Tangled Art + Disability and the National Educational Association of Disabled Students. Jeremiah has held two national positions with the Mental Health Commission of Canada, including Chair of the Peer Support Workers Community of Practice. He has been a leader in recovery-based mental health through the development of clinical education materials, defining the discipline of Peer Support Work, and delivering numerous workshops and trainings for clinicians across Canada.

Kasia Bruski is a specialist in the in the design and implementation of integrate care business models for health care systems globally. Currently, she is leading the Innovation Unit at Health Standard Organization (HSO), where she is responsible for developing new global assessment programs for integrated care maturation. Prior to that, Kasia held leadership roles for the National Health Service (NHS) in England where she was responsible for leading major integrated care transformation programs; namely Head of Contracting and Policy for Accountable Care Organizations (ACOs) at NHS England, Deputy Director for Accountable Care Development s in NW London, and Strategy Lead for the largest acute care reconfiguration program in England. Before moving to the UK, Kasia worked in British Columbia as a public-sector management consultant. Most importantly, Kasia is a Queen’s MBA grad.

Dr. Richard P. Chaykowski received his PhD from Cornell University. Dr. Chaykowski is Director of Employment Relations Programs in the Faculty of Arts and Science at Queen’s University, and is cross-appointed to the Faculty of Law and a member of the Advisory Board for the Centre for the Study of Law in the Contemporary Workplace. He has been a Visiting Scholar at the MIT and visitor at the University of Toronto and at McGill University. Dr. Chaykowski also held an appointment as Visiting Chair at Human Resources and Social Development in the federal government, where he was working in Strategic Policy. He also served as the Research Director for the federal government appointed Expert Panel on Older Workers. Professor Chaykowski’s teaching and research interests include labour policy and the intersection of labour policy and law, labour relations and collective bargaining, North American labour markets, implications of the aging workforce, employee accommodation in the workplace, and workplace innovation and the impacts of technological change in the workplace. He has frequently addressed these issues in a wide range of forums in the private and public sectors, including union and senior management groups as well as departments of the Government of Canada. He has also provided support to these stakeholders in a variety of capacities. His current work focuses on arbitration, employee accommodation in the workplace, technological change and skills in the construction sector, employee association and the Charter, and labour policy.

Don Drummond is the Stauffer-Dunning Fellow in Global Public Policy and Adjunct Professor at the School of Policy Studies at Queen’s University. In 2011-12, he served as Chair for the Commission on the Reform of Ontario’s Public Services. Its final report, released in February 2012, contained nearly four hundred recommendations to provide Ontarians with excellent and affordable public services. Mr. Drummond previously held a series of progressively more senior positions in the areas of economic analysis and forecasting, fiscal policy and tax policy during almost 23 years with Finance Canada. His last three positions were respectively Assistant Deputy Minister of Fiscal Policy and Economic Analysis, Senior Assistant Deputy Minister of Tax Policy & Legislation and most recently, Associate Deputy Minister. In the latter position he was responsible for economic analysis, fiscal policy, tax policy, social policy and federal-provincial relations and coordinated the planning of the annual federal budgets. He subsequently was Senior Vice President and Chief Economist for the TD Bank (2000-2010), where he took the lead with TD Economics’ work in analyzing and forecasting economic performance in Canada and abroad. For Canada, this work was conducted at the city, provincial, industrial and national levels. TD Economics also analyzes the key policies which influence economic performance, including monetary and fiscal policies. He is a graduate of the University of Victoria and holds an M.A. (Economics) from Queen’s University. He has honorary doctorates from Queen’s and the University of Victoria and is a member of the Order of Ontario.
Marcia Finlayson is Vice Dean (Health Sciences) and Professor and Director of the School of Rehabilitation Therapy at Queen’s University. She is an occupational therapist by profession, with graduate education in community health. During her career, she has delivered clinical services in acute care and community-settings, developed the role of occupational therapy in health promotion for older adults, advocated for improved service access for people with multiple sclerosis, and served as a University faculty member. Dr. Finlayson worked in the US for 14 years and witnessed both innovation in rehabilitation and health service delivery as well as huge access disparities. Her research and policy interests are focused on finding ways to enable people with or affected by disability to exert choice and control over their participation in daily life.

Ian Gilron is an anesthesiologist, Professor of Anesthesiology & Perioperative Medicine, Biomedical & Molecular Sciences and Neuroscience Studies, and Director of Clinical Pain Research at Queen’s University in Kingston, Ontario, Canada. He is a co-Principal Investigator of the Canadian Institutes of Health Research (CIHR) Strategy on Patient Oriented Research (SPOR) Chronic Pain Network with continuous CIHR funding since 2000. Dr. Gilron conducts research on mechanisms and treatment of pain and is interested in health and science policy related to pain management and opioid use. Among over 125 career-spanning peer-reviewed journal publications, work from Dr. Gilron’s team at Queen’s University has been published in the New England Journal of Medicine, Lancet, CMAJ, Pain, Anesthesiology and other journals. He has co-authored the Canadian Pain Society and IASP NeuPSIG guidelines on neuropathic pain treatment. Dr. Gilron is a Councilor of the International Association for the Study of Pain and serves on the Executive Committee of the Analgesic “ACTTION” partnership.

Dr. Michael Green was appointed as the Brian Hennen Chair and Head of the Department of Family Medicine on July 1, 2017. He is Professor of Family Medicine and Public Health Sciences at Queen’s University, was the inaugural Clinical Teachers Association of Queen’s University Chair in Applied Health Economics/Health Policy from 2014-2017 and formerly served as Director of the Centre for Health Services and Policy Research. He is Interim Director of the Queen's Health Services and Policy Research Institute. He is a Senior Adjunct Scientist at the Institute for Clinical Evaluative Sciences (ICES). In 2018 he was elected as a Fellow of the Canadian Academy of Health Sciences. He has served on many professional and government expert committees including the Ontario Expert Panel on Wait Times in Primary Care, the Advisory Committee on Ontario’s Immunization System Review, the College of Family Physicians of Canada Indigenous Health Working Group and Patient’s Medical Home Steering Committee, and Health Quality Ontario’s Primary Care Advisory Committee. He completed his medical training at the University of British Columbia and his residency in Family Medicine at Memorial University of Newfoundland. Following eight years of active practice in Moose Factory, Ontario, including 4 years as Chief of Staff, he completed his MPH with a focus on Health Policy and Management at the John’s Hopkins School of Public Health. He moved to Queen’s University in 2003, where he has an active family practice, including intrapartum obstetrics, at the Queen’s Family Health Team. He also practiced in public health as a Medical Officer with Health Canada’s First Nations and Inuit Health Branch from 2003-2014. His research covers a broad range of health services and policy research areas with an emphasis on primary care, quality of care, equity in health, and Indigenous health and has been supported by major grants from Canadian Institutes of Health Research, the Ontario Strategy on Patient Oriented Research Support Unit and the Ontario Ministry of Health and Long- Term Care. He has published and presented widely on his work in journals such as CMAJ, Health Policy and the Annals of Family Medicine and at major national and international primary care and health policy-related conferences.

Julia Kruizinga is a third-year nursing student at Queen’s University. She is currently the Nursing Science Society President, which is the undergraduate student government society that represents all Queens’ nursing students. Prior to that position, she held the role of Intern to the President In her role as President, she represents and advocates for the interests of nursing students within the Alma Mater Society, the School of Nursing and the Faculty of Health Sciences.

Dr. Jennifer Medves, Professor and Vice-Dean (Health Sciences), Director of the School of Nursing has research interests in Healthy Workplaces in Rural Communities, tying together clinical first-hand experience with research funding to support examination of workplaces and work environment from national and provincial funding agencies. Dr. Medves has been a member of national and provincial expert panels to evaluate and disseminate best practices in maternity care, interprofessional education and practice, and nursing education. Recently she has investigated how professional regulation of health care providers can inhibit innovation in new models of health care, and evolving models to measure health quality. Dr. Medves led the development of a Masters in Healthcare Quality and a PhD in Health Quality, with full support from the Department of Anesthesia and Perioperative Medicine and colleagues from Nursing, Policy Studies, Business, Engineering, and Law.
Amanda Mofina is a doctoral candidate in the Rehabilitation Science program. She completed her MSc in occupational therapy at Queen’s University and has clinical experience working in both acute care and inpatient rehabilitation settings. Clinically, she works within an interprofessional team and receives referrals for adult clients that experience functional decline because of an illness or injury in conjunction with multiple chronic conditions. Prior to pursuing a professional degree, Amanda completed a Master of Science in Kinesiology where she used population-level data to explore quality of home care delivery using a set of quality indicators. Her current research interests combine her experience as an occupational therapist in clinical settings with her previous areas of research. Her research interests centre on: health care transitions from inpatient settings to community care for individuals with multimorbidity, population-level analysis and use of health administrative databases, and interprofessional team-based care. Her doctoral work is focused on understanding the association between receipt of rehabilitation therapy and health utilization outcomes among individuals with multimorbidity. Specifically, her doctoral work explores this association among individuals with multimorbidity who have recently been discharged from an inpatient setting. As a researcher and a clinician, she has a passion for building this program of research with a goal of both improving client care transitions and advocating and advancing the role of rehabilitation therapy.

Kieran Moore MD, CCFP(EM), FCFP, MPH, DTM&H, FRCP(C) is a fellow of the Royal College of Physicians and Surgeons of Canada specializing in Public Health and Preventive Medicine. He is also a Professor of Emergency and Family Medicine at the Queen’s University in Kingston, Ontario, Canada. He received his Medical degree from the University of Ottawa in 1985 and subsequently received his specialty certification in Family Medicine as well as Emergency Medicine from the College of Family Physicians of Canada. He has a Master’s degree in Disaster Medicine as well as Public Health and a Diploma in Tropical Medicine and Hygiene. Dr. Moore has extensive experience in surveillance systems for bioterrorism and outbreak detection, public health, pre-hospital care, and multidisciplinary research projects. His main area of interest is in the evaluation of various data streams for the early detection of outbreaks as well as assessment of deprivation distribution in populations. He is currently director of the Public Health and Preventive Medicine Residency Program at Queen’s University.

John Muscedere MD, FRCPC is a Professor of Medicine at Queen’s University and an Intensivist at Kingston General Hospital in Kingston, Ontario Canada. He is the ICU Research Director for the Department of Critical Care Medicine at Queen’s University. Dr. Muscedere has extensive experience in clinical research, both in investigator initiated and industry sponsored research. He is the Scientific Director for the Networks of Centers of Excellence (NCE) funded Canadian Frailty Network (CFN). CFN is dedicated to improving care for frail elderly Canadians, estimated at over 1 million which will increasingly rise as the population ages. Frailty is associated with poor outcomes including increased mortality, decreased quality of life and increased healthcare resource consumption. Through its efforts, CFN will increase the knowledge necessary to improve frailty outcomes and increase its recognition in the Canadian healthcare system. For more information: [www.cfn-nce.ca](http://www.cfn-nce.ca)

David O’Toole is the President and CEO of the Canadian Institute for Health Information (CIHI). Prior to joining CIHI, Mr. O’Toole spent more than 20 years in the Ontario public sector where he was appointed deputy minister of Natural Resources, deputy minister of Northern Development, Mines and Forestry, and assistant deputy minister in the Cabinet Office. He began his career in health care, working in both the public and private sectors in Canada and the United States. Mr. O’Toole has served as commissioner for the Ontario Public Service Commission and on the Executive Development Committee of the Ontario Public Service. He is a graduate of Queen’s University, and of the Executive Program of the Ivey School of Business at the University of Western Ontario. Mr. O’Toole is chair of the board of directors of the Kingston Health Sciences Centre, and is a former member of the board of directors of the Institute on Governance.
Akshay Rajaram is a fourth-year medical student at Queen’s University pursuing a career in family medicine. He completed his undergraduate degree in Anatomy and Cell Biology at McGill University and Master of Management of Innovation at the University of the Arts. Prior to beginning his medical training, he worked as a Project Coordinator for The Etobicoke Children’s Centre, a children’s mental health and developmental services agency in Toronto. During this time, he managed the centre’s client information management and performance measurement systems with the goal of better supporting the delivery of core clinical services. His research interests lie at the intersection of informatics, advanced analytics, medical education and family medicine. Outside of school and research, he competes and coaches in judo.

Richard Reznick is married to Cheryl, and they have three children -- Joanna, Josh and Gabe. Born in Montreal, he received his undergraduate university education and medical degree from McGill University, followed by a general surgical residency at the University of Toronto. He spent two years in fellowship training, first obtaining a Masters’ degree in medical education from Southern Illinois University, followed by a fellowship in colorectal surgery at the University of Texas in Houston, Texas. Since his first faculty appointment at the University of Toronto in 1987, Dr. Reznick has been active in both colorectal surgery and research in medical education. He was instrumental in developing a performance-based examination, which is now used for medical licensure in Canada. He ran a research program on assessment of technical competence for surgeons and supervised a fellowship program in surgical education. At the University of Toronto Faculty of Medicine, he was the inaugural Director of the Faculty's Centre for Research in Education at University Health Network (The Wilson Centre) from 1997 to 2002. In 1999 he was appointed Vice President of Education at University Health Network. He served eight years as the R. S. McLaughlin Professor and Chairman of the Department of Surgery at the University of Toronto from 2002-2010. In July 2010, Dr. Reznick assumed the position of Dean, Faculty of Health Sciences at Queen’s University and Chief Executive Officer of the Southeastern Ontario Academic Medical Organization (SEAMO). He is currently serving his second five-year appointment in both roles.

Donna Segal has held many leadership roles in Ontario’s health care sector over the last five decades after starting her career in nursing. Ms. Segal is the past Chair of the South East Local Health Integration Network. She served as a Director with Kingston General Hospital and Executive Director of the Health Council of Canada. She has also held several leadership roles with the Government of Ontario with both the Ontario Family Health Network and Ministry of Health and Long-Term Care.

Duncan G. Sinclair, Distinguished Fellow, School of Policy Studies Professor emeritus of Physiology. Dr. Sinclair was Queen’s Dean of Arts and Science (1974-83), Director General of Program Operations of the Medical Research Council of Canada (1983-4), Queen’s Vice-Principal Institutional Relations (1984-6), Operations (1986-8), Health Sciences and Dean, Faculty of Medicine (1988-96). After retiring, he Chaired Ontario’s Health Services Restructuring Commission (1996-2000), served on the Boards of a number of health-related National, Provincial, and local Organizations, and continues, with Dr. David Walker, to teach a course in the School of Policy Studies on Canadian health policy.

David M.C. Walker MD FRCPC is Professor in the Departments of Emergency Medicine and Family Medicine in the School of Medicine, cross-appointed in the School of Policy Studies, at Queen’s University in Kingston. He was Director of the School of Medicine and Dean of the Faculty of Health Sciences at Queen’s and Chief Executive Officer of the Southeastern Academic Medical Organization (SEAMO) from 1999 – 2010. Dr. Walker was born in the UK, graduating from Harrow School, before immigrating to Canada. He obtained his medical degree from Queen’s University in 1971 and Fellowship in the Royal College of Physicians and Surgeons of Canada in 1975. He has been President of the Canadian Association of Emergency Physicians, President of the College of Physicians and Surgeons of Ontario and is a member of the CPSO Discipline Committee. He chaired the Province of Ontario’s Expert Panel on SARS and Infectious Disease Control (2004) and the subsequent Expert Panel on the Legionnaires’ Disease Outbreak in the City of Toronto (2005). From 2007-2010 he served as the inaugural Chair of the Board of the Ontario Agency for Health Protection and Promotion (Public Health Ontario), an Ontario Crown Agency. From 2010-2011, he served as Provincial Alternate Level of Care (ALC) Lead in the Ministry of Health and Long-Term Care, reporting to Minister Deb Matthews. From 2012-2013 he chaired the Principal’s Commission on Mental Health at Queen’s University. He serves on the Board of Providence Care in Kingston and teaches in the Schools of Medicine and Policy Studies at Queen’s University. In 2014, Dr. Walker was appointed by Principal Daniel Woolf as Chair of the University’s 175th Anniversary (2016-17) planning process. In 2016, he was appointed interim Executive Director of the School of Policy Studies.