



# ADVERSITY, DISRUPTION AND A PATH FORWARD

## FIRST ANNUAL HEALTH POLICY SYMPOSIUM

### DISCUSSION PANEL

#### ADVERSITY AND DISRUPTION IN OUR HEALTH WORKFORCE



##### ADVERSITY, DISRUPTION IN OUR HEALTH WORKFORCE

Don Drummond, LL.D, MSc  
Stauffer Dunning Fellow and Adjunct Professor  
School of Policy Studies



##### RETENTION IN HEALTHCARE: HOW DO WE STOP THE BLEEDING?

Joan Almost, PhD, RN  
Associate Professor  
School of Nursing



##### CALLING THE SHOTS ON HEALTH WORKFORCE PLANNING

Duncan Sinclair, PhD  
Adjunct Professor and Distinguished Fellow  
School of Policy Studies



#### RADICAL COLLABORATION: EDUCATING HEALTH SCIENTISTS FOR HEALTH TRANSFORMATION

Jane Philpott, MD, MSc  
Dean, Faculty of Health Sciences  
Director, Queen's School of Medicine

Discussions will continue following the Symposium with:

#### 25th ANNIVERSARY

#### DR. DUNCAN G. SINCLAIR LECTURESHIP IN HEALTH SERVICES AND POLICY RESEARCH



#### BLOOD, SWEAT AND TEARS: HOW ADVERSITY AND DISRUPTION ARE RECASTING THE HEALTH CARE TRANSFORMATION AGENDA

Chris Simpson, MD  
Executive Vice-President, Medical, Ontario Health  
Professor, School of Medicine

# SEPTEMBER 27, 2022

# 1:30 - 6:00 PM

RECEPTION TO FOLLOW  
ISABEL BADER CENTRE



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## FIRST ANNUAL HEALTH POLICY SYMPOSIUM

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- 1:30 - 1:35 PM     **Welcome & Land Acknowledgement**
- Dr. Catherine Donnelly, PhD, OT Reg (Ont)  
Associate Professor, School of Rehabilitation Therapy  
Director, Health Services and Policy Research Institute
- 1:35 - 2:50 PM     **Discussion Panel: Adversity and Disruption in our Health Workforce**
- Moderator: Dr. Warren Mabee, PhD  
Associate Dean and Director, School of Policy Studies
- Adversity, Disruption in our Health Workforce**  
Don Drummond, LL.D. MSc  
Stauffer Dunning Fellow and Adjunct Professor  
School of Policy Studies
- Retention in Healthcare: How do we stop the bleeding?**  
Joan Almost, PhD, RN  
Associate Professor  
School of Nursing
- Calling the Shots on Health Workforce Planning**  
Duncan Sinclair, PhD  
Adjunct Professor and Distinguished Fellow  
School of Policy Studies
- 2:50 - 3:00 PM     **Break**
- 3:00 - 4:00     **Radical Collaboration: Educating Health Scientists for Health Transformation**  
Jane Philpott, MD, MSc  
Dean, Faculty of Health Sciences
- 4:00 - 4:30     **Intermission**
- 4:30 - 6:00     **Dr. Duncan G. Sinclair Lectureship in Health Services and Policy Research  
(25th Anniversary)**
- Blood, Sweat and Tears: How adversity and disruption are recasting the health care transformation agenda**  
Dr. Christopher Simpson, MD  
Executive Vice-President, Medical, Ontario Health  
Professor, School of Medicine
- 6:00     **Reception**

# Distinguished Speakers



**Mr. Don Drummond** is the Stauffer-Dunning Fellow 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. He is currently Chair, Canadian Centre for the Study of Living Standards; Fellow-in-Residence, C.D. Howe Institute and; member of the Expert Advisory Group to the Canadian Institute for Climate Choices.

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.



**Dr. Joan Almost** is an Associate Professor in the School of Nursing at Queen's University. She is also a Registered Nurse licensed to practice in the province of Ontario.

Dr. Almost's scholarly teaching is grounded within the philosophy and science of nursing and has developed from her 10 years of clinical, 19 years of teaching, and 20 years of research experience. Her areas of teaching expertise include leadership and management, policy, and research methods. Her research interests span issues related to practice environments, workplace relationships, and patient/provider/organization outcomes.

The overarching purpose of Dr. Almost's program of research is to develop robust knowledge on practice environments and work relationships; and systematically develop and evaluate interventions using the best available evidence tailored to healthcare settings to improve practice environments, work relationships, and patient/provider/organization outcomes. She has conducted extensive work in the area of conflict among nurses, and is completing a scoping review on the positive and negative behaviours in workplace relationships. Most recently, she received funding from the Ontario Ministry of Labour to conduct a longitudinal project examining a proactive approach to assessing occupational health and safety processes and subsequently promoting a health and safety culture.



**Dr. Duncan Sinclair** is an internationally recognized leader in health care reform. He has been a trusted advisor and counsellor to students, faculty, alumni, principals, premiers and prime ministers, all of whom hold him in the highest of esteem. The first non-MD to be Dean of Medicine in Canada, Dr. Sinclair led the creation of North America's first alternative funding program for academic medicine, viewed as a gold standard in Canada for academic physician compensation. He was chair of the Ontario Health Services Restructuring Commission and founding chair of Canada Health Infoway. He also served on the steering committee for the review by the Ontario Ministry of Health of the Public Hospitals Act.

From 1974 to 1983, Sinclair was dean of the Faculty of Arts and Sciences at Queen's. He later served as vice-principal of Institutional Relations, vice-principal of services, vice-principal of Health Sciences and Dean of the Faculty of Medicine. Sinclair was the first non-medical doctor to be chosen as head of a faculty of medicine in Canada. In 1989, he was named an honorary fellow in the Royal College of Physicians and Surgeons of Canada. He was inducted into the Canadian Medical Hall of Fame in 2015 and was appointed a member of the Order of Canada in 2020.

Dr. Sinclair retired from Queen's in 1996, but continues to be a guest lecturer at the University. In 1997, Queen's established the Dr. Duncan G. Sinclair Lectureship in Health Services and Policy Research.



Queen's University appointed the **Honourable Jane Philpott** as the Dean of the Faculty of Health Sciences and Director of the School of Medicine for a five-year term effective July 1, 2020. Dr. Philpott also serves as the Chief Executive Officer of the Southeastern Ontario Academic Medical Organization (SEAMO) and represents Queen's University in its relations with partner hospitals as well as the Ministry of Health and the Ministry of Long-Term Care.

Dr. Philpott is an accomplished family physician, educator, and global health champion, and is best known for having held several senior cabinet positions with the Government of Canada. Elected as the Member of Parliament for Markham-Stouffville in 2015, she served in a number of prominent federal cabinet roles, including as Minister of Health, Minister of Indigenous Services, President of the Treasury Board, and Minister of Digital Government. She currently serves as Special Adviser on Health for Nishnawbe Aski Nation, an organization representing 49 First Nation communities across Treaty 5 and Treaty 9 in northern Ontario.

Prior to entering politics, Dr. Philpott spent over 30 years in family medicine and global health. She spent the first decade of her career in Niger, West Africa, where she provided clinical care to patients and training to community health workers.

In 2008, Dr. Philpott joined the University of Toronto's Faculty of Medicine and then became Chief of Family Medicine at Markham Stouffville Hospital in 2008. She also founded a campaign that raised close to \$5 million for people in Africa affected by HIV/AIDS, and helped to create the first family medicine training program in Ethiopia.

# Dr. Duncan G. Sinclair Lectureship in Health Services and Policy Research

In recognition of Dr. Sinclair's contribution to the Medical Research Council of Canada, and reflective of his interest in health policy, Dr. Henry Friesen, President of the MRC, announced the establishment of the Dr. Duncan G. Sinclair Lectureship in Health Services and Policy Research at Queen's University in 1997.

The inaugural lecture, held in 1999, featured guest speaker Dr. David Naylor, Dean of Medicine at the University of Toronto. Dr. Naylor spoke on "Canadian Health Care: The Troubled Transition."

In recognition of the importance of this realm of health research in Canada, Duncan and Leona Sinclair assured the longevity of the Lectureship by a generous supplement to the capital fund in 2001.



## Blood, Sweat and Tears: How adversity and disruption are recasting the health care transformation agenda

**Dr. Chris Simpson**  
Executive Vice-President (Medical), Ontario Health

Dr. Chris Simpson obtained a BSc at the University of New Brunswick, during which time he played as a professional musician with The Thomists, a 21-piece big swing band well known across the Maritimes. He went on to Dalhousie University, earning his MD in 1992. He completed Internal Medicine and Cardiology residencies at Queen's, after which he completed a Heart and Stroke Foundation clinical and research fellowship in cardiac electrophysiology at Western University under the supervision of George Klein.

In 1999, he returned to Queen's, establishing the Heart Rhythm Service at Kingston Health Sciences Centre. During the first 5 years of his career, he founded the Canadian Heart Rhythm Society and served as its first president, and received the Canadian Medical Association's Award for Young Leaders. For 10 years, he was Chief of Cardiology at Queen's and Program Medical Director (Cardiac Program) at KHSC, completing these terms in 2016. During this time, he served on the executive of the Canadian Cardiovascular Society, as an American College of Cardiology Governor, and as Chair of the Canadian Wait Time Alliance.

He was the 2014-15 President of the Canadian Medical Association, championing seniors care and helping to guide the profession through changes in Medical Assistance in Dying (MAID) and cannabis legislation. He went on to serve as Canadian representative at the World Medical Association (2017-19).

Dr. Simpson served as Vice-Dean (Clinical) in the Queen's Faculty of Health Sciences and Medical Director of the Southeastern Ontario Academic Medical Association (SEAMO) from 2016 -2021. In 2019, he stepped in for 6 months as Acting Dean of the Faculty and Acting CEO of SEAMO.

He was elected president of the Canadian Academy of Health Sciences (CAHS) in 2020 and is currently co-chair of a CAHS assessment on Health Human Resources commissioned by Health Canada.

In 2021, Dr. Simpson was appointed Executive Vice-President (Medical) and Chief Medical Officer at Ontario Health, where he has helped to lead the health system response to the COVID-19 pandemic.

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