



MEDICAL COUNCIL
OF CANADA

LE CONSEIL MÉDICAL
DU CANADA

FOCUSED ON SOLUTIONS, LEADING WITH CONFIDENCE

2025–2026
MEDICAL COUNCIL OF CANADA ANNUAL REPORT



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ABOUT US

AT THE MEDICAL COUNCIL OF CANADA, we are proud to play a vital role supporting safe health care across the country. We are an independent, not-for-profit organization that provides objective assessments used by medical regulatory authorities (MRAs) across Canada to make confident licensing decisions. Our examinations are an essential step for Canadian and international medical graduates on their path to receiving a license to practise medicine in the provinces and territories.

Like other professions, medicine requires consistent and fair standards. Our programs of assessment are continually evolving to reflect changes in the knowledge, skills, and professional behaviours physicians need to provide safe and effective care to patients across Canada.

We also specialize in verifying and securely storing medical credentials. Our data management services support candidates and physicians throughout their professional journey, from registration to ongoing practice. Whether they are planning to practise or already practising medicine in Canada, nearly 50,000 students, graduates, and physicians engage with us each year.





LAND ACKNOWLEDGEMENT

THE MEDICAL COUNCIL OF CANADA (MCC) acknowledges that its office, located in Ottawa, is on the unceded, unsurrendered territory of the ANISHINAABE ALGONQUIN NATION, which continues to care for and sustain the land on which we have the privilege of working. We honour all Indigenous Peoples and their valuable past, present, and future contributions to this land.

OUR COMMITMENT

The MCC recognizes the historical and ongoing harms caused by colonization and systemic racism, particularly within the health care system. We are committed to improving health outcomes for Indigenous Peoples and helping ensure that all practising physicians in Canada possess the competencies needed to address these legacies. In partnership with Indigenous communities, we aim to improve health equity for Indigenous Peoples, foster healing, and build a more inclusive health care system.



Gordon
GIDDINGS
MD, MBA,
FCFP, CCPE, CHE

MESSAGE FROM THE PRESIDENT

INTEGRITY IS OFTEN DESCRIBED AS WHAT YOU DO WHEN NO ONE IS LOOKING. It lives in the willingness to listen, even when it's hard, and in having the courage to make decisions for the greater good, no matter how tough. Working with integrity can be painstaking sometimes, and it rarely gets the credit it deserves and yet, it underpins everything we do at the MCC.

That integrity is also at the heart of our many collaborations. This year, as jurisdictions across Canada worked to attract more physicians and a record number of candidates took our exams, we stood strong in our role as a trusted partner. We heard from thousands of international candidates wanting to practise medicine in this country and leaned in to support them. With provinces and territories keen to develop new pathways to practise, we helped to co-create solutions that regulators knew they could trust. We also made strides with our workplace-based assessment program, helping to train more physician assessors across the country to support provinces and regulators in making consistent and defensible decisions when licensing physicians.

In my first year as president, I have been struck by the spirit of partnership informing all of it. Making meaningful change requires a level of cooperation that does not always make headlines. From my work as a provincial regulator in Alberta, I know that progress requires a deep understanding of what matters to the people we serve. As a physician, I know that the key to providing support is in listening without judgement and proceeding with compassion. And in this new role with the MCC, I am witnessing the ways in which success comes from focusing on our shared interests, rather than our differences. This year, we worked more closely than ever with our partners to deliver real results we can be proud of, including streamlined exams with faster reporting times, updated training for assessors who evaluate internationally trained physicians, and continued progress on our National Registry of Physicians.

I am grateful to my predecessor, Kate Wood, for leading us so deftly during her two-year term as president, and for her dedicated work to establish our 2024–2027 strategic plan, which continues to guide the organization. Her vision led to the roadmap that is now an essential tool for keeping our focus and momentum intact as we face the challenges that still lie ahead.

I also want to thank our partners, my fellow Council members, and the MCC leadership team for their openness and trust in this work. Your integrity is what makes such meaningful progress possible. I look forward to continuing to serve this wonderful organization.



Viren
NAIK

MD, MEd, MBA, FRCPC

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

IN THE FACE OF COMPLEX PROBLEMS, the pressure to innovate can lead to real breakthroughs. It can also have unintended consequences, like taking on work that would be better delivered by others. As many wise people have said, just because you can doesn't mean you should.

That discipline, anchored by our strategic plan, is what made 2025–2026 such a success for the MCC. In a health care environment full of complexity and urgent workforce pressures, we remained focused on our core responsibility — serving the public interest through high standards in assessment — while ensuring those standards remain relevant, fair, and fit for purpose.

Over the past year, we contributed to national conversations on innovation in physician licensure, reform in physician assessment, and new pathways to integrate internationally trained physicians into the Canadian health care workforce. We did so while staying true to our mission and core values.

As a practising clinician, I can say these conversations were also grounded in the realities of patient care and our health care environment. We demonstrated that public trust and improved pathways to practise are not competing goals, and that modernizing standards is not about lowering them, but about applying them thoughtfully in a changing health care landscape. The competencies required to deliver health care are evolving. So are we.

Advancing this work required something I think is under-recognized: the instinct to ask, "how can we help?" instead of defaulting to "no." I cannot overstate how proud I am of the MCC team for making that their starting point every single time. That solutions-oriented mindset has strengthened our partnerships, informed our internal transformation, and reinforced the MCC's role as a trusted and constructive national voice.

None of this work happened in isolation. It was powered by extraordinary people whose individual commitment to excellence and continuous improvement inspires me every day. Thorny problems don't solve themselves, but I'm confident we will keep meeting the moment. It is a true privilege for me to serve this team, our partners, and our shared vision.

2025

APRIL

MAY

JUNE

JULY

AUG.

SEPT.

2025–2026 YEAR IN REVIEW

On April 1, 2026, the MCCQE Part I was renamed the MCCQE.

Click on gold icons for links.

- 14 Launch of a second Preparatory Exam-Lite for the MCCQE Part I
- 11 Dr. Sarita Verma named MCC's executive advisor
- 09 MCCQE Part I session (until May 21) – first time delivered in a shorter format
- 04 MCC presents at the Int'l Congress on Academic Medicine (ICAM) in Halifax

- 14 Application for the Sept. 2025 NAC Examination opens
- 03 NAC Examination at various centres across Canada

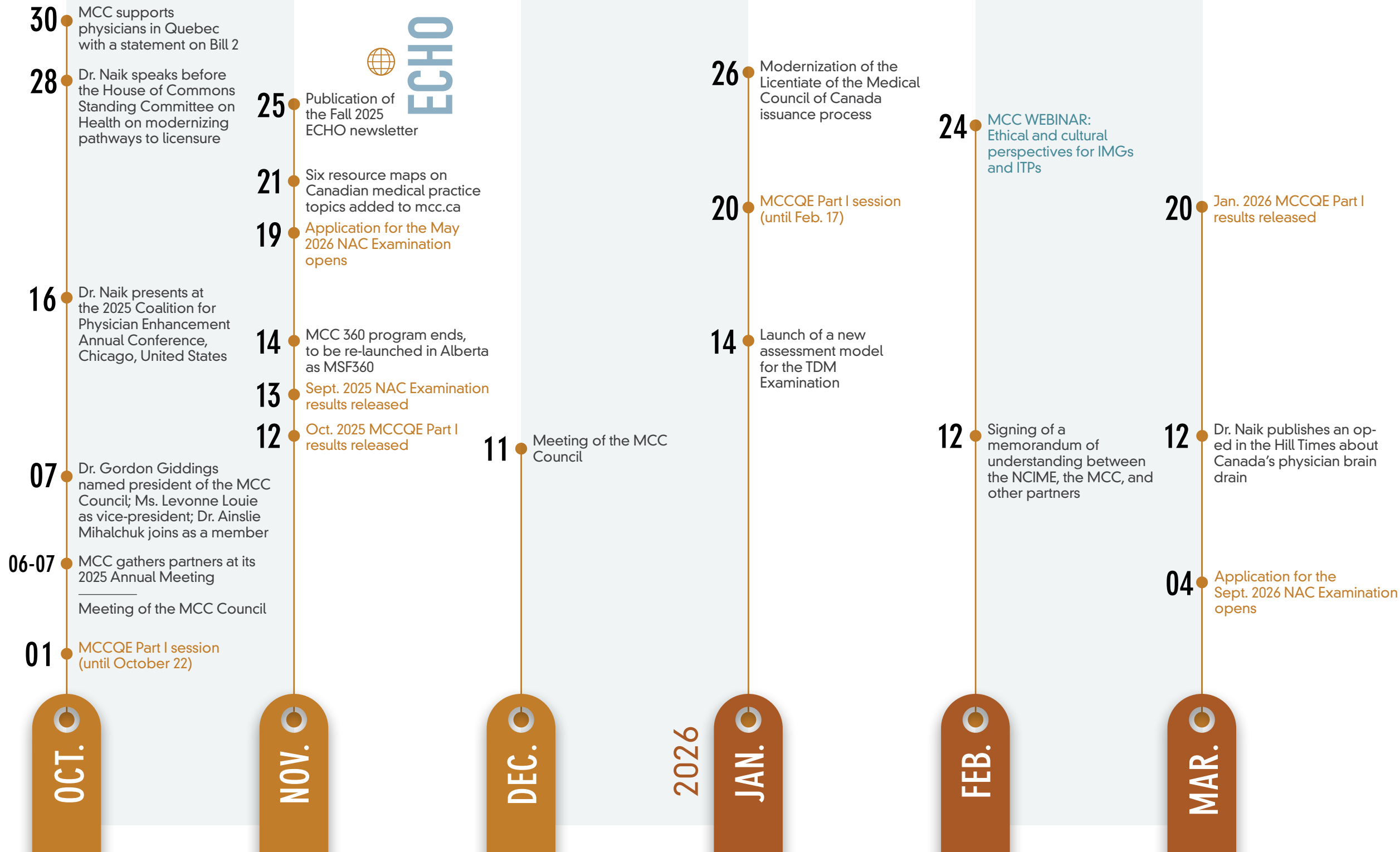
- 26 Meeting of the MCC Council
- 21-22 Participation in the IMG Conference & Expo 2025 in Toronto
- 19 May 2025 NAC Examination results released
- 11 Publication of the Spring 2025 ECHO newsletter

ECHO 

- 22 Launch of 55 free practice questions for the MCCQE Part I
- 15 MCC WEBINAR: Specialist licensure in Canada – Paths to practise for ITPs
- 09 Dr. Jason R. Frank named MCC's Competency-Based Assessment director

- 23-27 Participation in the Int'l Association for Health Professions Education (AMEE) conference in Barcelona, Spain
- 19 MCCQE Part I session (until Sept. 11)
- 14 Announcement of the 2025 MCC Award recipients
- 06 April 2025 MCCQE Part I results released, with a new pass score

- 30 Aug. 2025 MCCQE Part I results released
- 20-21 NAC Examination at various centres across Canada
- 18 MCC CEO Dr. Viren Naik delivers the keynote address at the Australian Medical Council's IMG Conference
- 05 Participation in the Int'l Association of Medical Regulatory Authorities (IAMRA) Conference in Dublin, Ireland
- 01-02 Visit to the University of Limerick and to the RCSI / Meeting with Canadian students



INTRODUCTION

GLOBAL ECONOMIC AND POLITICAL UNCERTAINTY has created new challenges and opportunities for Canada’s health care system, but it has also enabled the MCC to serve our partners in new ways.

Across the country, our health care workforce continues to face tremendous strain, and all levels of government juggle many competing priorities. At the same time, Canada remains a destination of choice for international medical graduates (IMGs) and internationally trained physicians (ITPs), with many seeking clear information to support their path to practise here.

As the national leader in physician credentialing and assessment, the MCC continues to participate in vital conversations about the future, just as we roll out new tools and services that support our partners today. Despite the challenges, our team’s commitment to focusing on solutions allows the MCC to serve with confidence and make meaningful contributions to safe patient care in Canada.

In 2024, we adopted a three-year, rolling strategic plan with five objectives and corresponding action plans to chart our course and guide our decision-making. It is a plan that reflects our commitment to supporting the system of regulation and licensure in Canada, enabling more physicians to provide safe care to patients across the country. This report tracks our progress as we wrap the second year of that plan, recording the ways we used it to concentrate our resources on the activities most connected to our mission.

- 1

SERVING PHYSICIAN
LICENSURE

We will serve physician licensure decisions through excellence in programs of assessment.
- 2

ASSISTING IMGs

We will assist IMGs as they navigate to practising as physicians or in other medical roles in Canada.
- 3

MANAGING
PHYSICIAN DATA

We will enable health human resource planning by managing physician practice data in our registries.
- 4

STRENGTHENING STRATEGIC
ALLIANCES

We will strengthen our position and collaboration within the system through strategic alliances and enhanced government relations.
- 5

ENSURING ORGANIZATIONAL
EFFECTIVENESS

We will sustainably manage our financial, technological, and human resources for organizational effectiveness.

STRATEGIC OBJECTIVES

AT A GLANCE

A photograph of a person's hands working at a computer. The left hand is on a white keyboard, and the right hand is holding a black pen, gesturing towards a large computer monitor. The monitor displays lines of code in a dark-themed editor. In the background, another person is visible, resting their chin on their hand. The scene is lit with warm, soft light, possibly from a window. A large, semi-transparent orange triangle is overlaid on the left side of the image, containing the text.

ADVANCING NEW TOOLS FOR ASSESSMENT



On April 1, 2026, the Medical Council of Canada Qualifying Examination (MCCQE) Part I was renamed the "Medical Council of Canada Qualifying Examination (MCCQE)" to reflect the ongoing evolution of the MCC's assessment framework. For the purposes of the reporting period, we refer to the exam as the MCCQE Part I in this report.

THE MCC KEEPS PACE WITH RECORD DEMAND FOR EXAMINATIONS

Demand for the MCC examinations soared in 2025–2026, driven by growing interest from IMGs and ITPs.

While candidate volume for the MCCQE Part I surged by 30%, results were delivered in four weeks or less — down from six to eight weeks previously.

Dr. Maxim Morin, executive director of Assessment at the MCC, said the efficiency came from the new exam format, which uses only selected-response questions. It launched on April 1, 2025, as part of the MCC's ongoing work to deliver relevant, high-quality assessments.

"The new, shorter format gives candidates a better experience, and it allows us to meet our service standards, even as demand increases," he said.

As part of implementing the new exam format, the assessment team led a panel of 23 practising physicians in an intensive process to establish a new passing score.

"Standards evolve, and it's important that we set the performance standard in the right place," he added. "It's a rigorous, evidence-based process that really benefits from the experience and expert judgement of physicians from across Canada."

The team also developed 55 free practice questions, along with other resources, to better support candidates preparing to take the exam.

In line with our efforts to modernize our assessments and provide a better candidate experience, the MCC also launched a new assessment model for the Therapeutics Decision-Making (TDM) Examination in January 2026, coinciding with the largest ever cohort taking the exam. The TDM Examination is designed for ITPs who wish to enter a provincial Practice-Ready Assessment (PRA) program.

Finally, the MCC increased capacity for the National Assessment Collaboration (NAC) Examination by 29% to meet demand from a higher number of candidates wanting to take it. This in-person examination is for IMGs wanting to enter Canadian residency programs.

In contrast to computer-based exams, delivering the NAC Examination requires an extensive team of staff and volunteers, who serve as on-site physician examiners, standardized participants, and site coordinators. The MCC appreciates the countless hours our staff, partners, and volunteers dedicated to making the NAC Examination run smoothly.

MCCQE
PART I

10,311

candidates
over 4 sessions

3,622

canadian medical
graduates

6,689

int'l medical
graduates

7,513

at test
centres

2,798

by remote
proctoring

8,932

in English

1,379

in French

TDM
EXAMINATION

676

candidates
over 3 sessions

491

at test
centres

185

by remote
proctoring

668

in English

8

in French

NAC
EXAMINATION

2,416

candidates
over 2 sessions

645

at 6

candidates
test centres
in May 2025

1,771

at 8

candidates
test centres
in September 2025

350+

physician
examiners

780+

standardized
participants

2,224

in English

192

in French

317

TEST
ACCOMMODATIONS

candidates
received test
accommodations

from April 1, 2025
to March 31, 2026

MCC EXAMINATIONS

AT A GLANCE

LAUNCHING NEW INITIATIVES IN WORKPLACE-BASED ASSESSMENT

The MCC continues to expand its leadership in workplace-based assessment (WBA), an approach used to assess physicians in authentic clinical settings. Through WBA, trained assessors, who are experienced physicians themselves, evaluate candidates using direct observation in the workplace while they care for patients. The WBA approach focuses on how physicians apply clinical skills, communicate, and demonstrate professionalism, with candidates assessed over time, rather than with a single high-stakes examination.

Led by Dr. Jason R. Frank, director of Competency-Based Assessment, the MCC has developed a new WBA ecosystem, funded through a Health Canada grant, to support adoption across settings, including rigorous assessor training and related tools.

WBA plays a central role in PRA programs, which offer ITPs a pathway to licensure by assessing their readiness to practise independently in Canada. It supports PRA programs in making consistent, defensible decisions about physicians' readiness for independent practice. The PRA pathway has been instrumental in rapidly and safely integrating skilled doctors into the workforce and helping to address health care needs across the country.

In 2025-2026, the MCC provided WBA training for

117

assessors in family medicine and other specialities

11

sessions across the country

96%

of participants felt their assessment skills had "significantly improved"



The MCC's assessor training provides assessors with practical tools and a clear framework for conducting fair, structured, and competency-based assessments. It strengthened consistency across assessors and increased confidence in delivering meaningful, effective feedback to candidates. Overall, the training has been an important component in supporting the quality of our program.

Mélanie
LÉGER

MD, CCFP(PC), FRCPC

Medical Advisor,
Assessment,
College of Physicians and
Surgeons of New Brunswick

PRACTICE-READY ASSESSMENT (PRA) BY THE NUMBERS

481

internationally trained physicians (ITPs) enrolled in family medicine

75

ITPs enrolled in other specialties

490

assessors for family medicine

75

assessors for other specialties

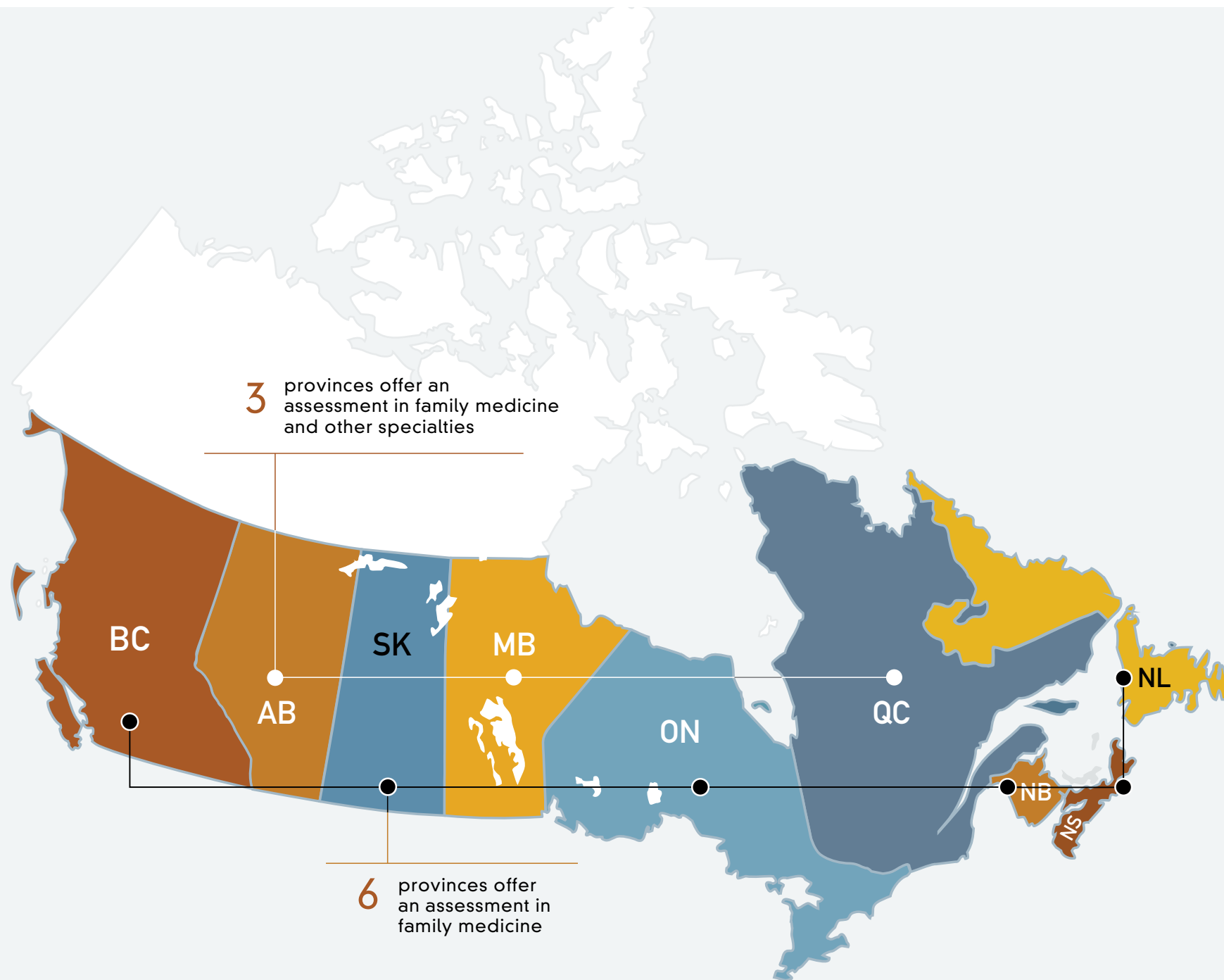
255

ITPs who entered practice via PRA

from April 1, 2025
to March 31, 2026

PRA PROGRAMS

AT A GLANCE



3 provinces offer an assessment in family medicine and other specialties

6 provinces offer an assessment in family medicine



EXPANDING SUPPORT FOR IMGS AND ITPS

IMG or ITP?

International medical graduates (IMGs) are those who completed their medical training abroad. Internationally trained physicians (ITPs) are those who have completed their training and practised independently outside of Canada.

NEW RESOURCES HELP INTERNATIONAL CANDIDATES NAVIGATE THEIR JOURNEY TO LICENSURE

The MCC launched a suite of new resources in 2025 using feedback we received from IMGs and ITPs.

We gathered input from international candidates through conversations during live webinars and at conferences, along with guidance from expert advisors and focused market research. Feedback consistently highlighted the need for clearer information about the steps to licensure in Canada, including the different pathways available.

In response, we created three new online resources, consolidating information in more digestible formats and making it easier for candidates to find what they need.

- We partnered with Dr. Filipe Santos to publish an eBook, *Physician Licensing in Canada*, which outlines the diverse paths to licensure in each province and territory, including for clinical assistants and associate physicians, as well as the various PRA pathways for specialists and family physicians.

- We refreshed our web page for IMGs to provide a central hub where candidates can find information on national examinations, licensure requirements, and managing their physiciansapply.ca account. A new section provides guidance on how IMGs and ITPs can prepare for their licensing journeys before arriving in Canada, including information on key pre-arrival topics such as immigration, language testing, and recency of practice requirements.
- With increased interest from physicians in the United States, we created a dedicated web page for U.S.-trained physicians exploring options for practising in Canada, including targeted information on the expedited licensure pathways offered by several provinces exclusively for physicians from the United States.

These tools were developed as part of the MCC's Navigation and Exam Readiness project led in partnership with Health Canada, which focuses on strengthening navigation supports and assessment preparedness for IMGs and ITPs.

in
2025-2026

1,249

physiciansapply.ca accounts
were created by U.S. medical
graduates



124%

increase
compared with 2024-2025



2,636

eBook
Physician licensing in Canada
downloads
since April 2025



110,170

MCC web hub
for IMGs
unique views
since June 2025



13,273

MCC webpage
for U.S. physicians
unique views
since June 2025

as of
March 31, 2026

IMG OUTREACH

AT A GLANCE



CURATED GUIDES FOR IMGs AND ITPs HIGHLIGHT CANADA-FOCUSED LEARNING MATERIALS

IMGs and ITPs who want to practise medicine in Canada need to demonstrate competencies that extend beyond typical clinical knowledge. These competencies, in areas such as cultural safety, mental health, 2SLGBTQIA+ health, patient-centred communication, and professional boundaries, are not necessarily taught in their medical schools and can be challenging to navigate for international candidates. As a result, physicians and assessors had noted regular knowledge gaps in candidates entering PRA programs.

To support these candidates, the MCC developed six new curated reference guides, called resource maps, with each putting a spotlight on a key topic in Canadian medical practice. Designed as structured orientation guides, these resource maps provide a starting point for candidates by highlighting what is different about practising in Canada.

Each map contains a short list of recommended content, including articles, videos, websites, and other tools, developed by credible organizations from across the country with relevant subject matter expertise. The content has been mapped to the MCC Examination Objectives, making these effective study tools for candidates preparing for MCC exams and seeking to participate in PRA programs. The resource maps complement the MCC's list of free online resources available to candidates.

CONNECTING DIRECTLY WITH INTERNATIONAL CANDIDATES

In September 2025, a delegation from the MCC traveled to Ireland to meet with medical educators and Canadian students, also known as Canadians studying abroad (CSAs), pursuing medical education in that country.

Ireland's medical schools have become a top destination for talented Canadians who are not successful in securing positions in medical schools at home. During the 2025-2026 academic year, more than 1,200 Canadian students attended Irish medical schools, which are recognized for their robust clinical training and problem-based learning. After graduation, however, these Canadians are still considered IMGs because they completed their studies outside Canada. During their visit at the University of Limerick and the RCSI, the MCC delegation heard first-hand about the unique challenges these CSAs face, as well as their desire to return home to practise medicine. The MCC is now working closely with educators and regulators in Ireland to explore ways to better support those who wish to continue their medical careers in Canada.



Dr. Viren Naik at the RCSI with Canadian students Mr. Jack Adams and Ms. Sophia Argyropoulos, representatives from the North American Irish Medical Students Association
Dublin, Ireland | Sept. 2025



THE MCC'S WEBINAR SERIES

also continues to provide support and opportunities for dialogue with IMGs and ITPs. Our webinar on the pathways to licensure for internationally trained specialists, held in July 2025, attracted participants from more than **83 COUNTRIES**. The discussion included representatives from both the Royal College of Physicians and Surgeons of Canada (RCPSC) and the College of Physicians and Surgeons of British Columbia (CPSBC).

A further **2,200** people registered for our February 2026 webinar on preparing for medical practice in Canada. Supported by experts from Internationally Trained Physicians of Canada (ITPC) and the Canadian Medical Protective Association (CMPA), the webinar covered cultural expectations and professional ethics in Canada, frequent areas of weakness for IMGs and ITPs.

PARTICIPANT FEEDBACK FROM THE FEBRUARY 2026 WEBINAR:

 **Kadie T.**

I really want to express my heartfelt gratitude for all your efforts to communicate with us IMGs and these support, plus more to come; for making yourselves available through this media is highly commendable. Now I feel like this is the Canada I want to use my skills to support and grow and thrive.

 **Nicole E.**

Thank you all so much for organizing this talk.



LEADING
WITH DATA

MCC MOVES TO UNLOCK THE INSIGHTS HIDDEN IN ITS DATA

As a national hub for physician credentialing and assessment, the MCC holds a rich collection of data spanning applications, examinations, and registry information. This year, the team launched an initiative to unlock the full potential of that data.

"Data on its own is not the power," said Ms. Deepa Turner, executive director of Candidate and Credential Services. "The power is in the stories, the insights, the decisions, and the ability to figure out what problems we can solve."

That vision came into focus at the 2025 MCC Annual Meeting, where the "Connected data, connected impact" workshop brought together national and international partners, including the Canadian Institute for Health Information (CIHI) and regulators in Ireland, to explore what becomes possible when data is better integrated, and how those capabilities could strengthen health human resource planning.

Leaning into what Ms. Turner called "the art of the possible," the team is developing a business intelligence strategy to bring the MCC's data holdings together into a single, unified platform that can generate insights to inform better decisions.

The strategy will consider what the MCC collects, the connections between our distinct data holdings, and how to get the most value from that data, as well as opportunities to collaborate with like-minded organizations.



NRP MOVES CLOSER TO OPERATIONAL REALITY

The MCC continued its work operationalizing the National Registry of Physicians (NRP) in 2025-2026.

Led by the MCC in collaboration with provincial and territorial MRAs, the NRP is a centralized database that will consolidate essential information from MRAs across Canada about each licensed physician in the country. Housing this data in the NRP will eliminate the need to collate files from multiple MRAs when a physician wants to move between provinces or territories, helping regulators make faster licensing decisions.

All provinces and territories have now committed to providing data to the NRP, making the initiative a truly pan-Canadian effort to support the country's health care workforce with high-quality data.



BUILDING RELATIONSHIPS FOR A STRONGER FUTURE

NATIONAL MEDICAL ORGANIZATIONS UNITE BEHIND INDIGENOUS MEDICAL EDUCATION

In February 2026, the National Circle for Indigenous Medical Education (NCIME) invited the MCC and five other organizations to sign a Memorandum of Understanding (MOU) aimed at deeper collaboration on cultural safety and addressing anti-Indigenous racism.

The NCIME, the Association of Faculties of Medicine of Canada, the College of Family Physicians of Canada, the Indigenous Physicians Association of Canada, the Royal College of Physicians and Surgeons of Canada, and the MCC signed the MOU to affirm their shared commitment to advance Indigenous medical education at a national level.

“This commitment is about more than representation,” said MCC CEO Dr. Viren Naik. “It’s about reshaping structures, standards, and expectations so that medical education truly reflects and respects the communities it serves.”

NURTURING ALLIANCES WITH EXPANDING MEDICAL EXPERTISE

The MCC continues to benefit from expanded medical expertise to support the leadership team. In April 2025, Dr. Sarita Verma joined the MCC as executive advisor on projects related to education and governance. A family physician, lawyer, and former dean, president, and CEO of the Northern Ontario School of Medicine University, Dr. Verma brings deep expertise in medical education, health human resources, primary care, and health systems reform.

Dr. Jason R. Frank also continues to lead the development of the MCC’s WBA strategy in his role of director, Competency-Based Assessment, while Dr. Filipe Santos lends his expertise in supporting IMGs and ITPs on a consulting basis. These physician advisors have enabled the MCC to make progress in key areas aligned with our strategic plan.



After more than seven years, the MCC discontinued MCC 360, the national, multi-source feedback (MSF) program for physicians, in November 2025 to better align with strategic priorities. Between 2018 and 2025, more than 8,000 participants across eight provinces and territories engaged with the program to support professional development and quality improvement. In 2017, the MCC partnered with the College of Physicians & Surgeons of Alberta (CPSA) for the proof-of-concept pilot, and CPSA became the first partner to operationalize the program. Following this longstanding partnership, we were pleased to have CPSA acquire MCC 360, relaunching as MSF360 in early 2026.

STRENGTHENING OUR NATIONAL AND INTERNATIONAL LEADERSHIP

In October 2025, Dr. Naik presented to the House of Commons Standing Committee on Health, advocating for a national approach to physician licensure pathways, expanding supervised practice opportunities for ITPs, and building digital infrastructure to support health human resource planning.

His brief to the Standing Committee highlighted the MCC's role in upholding Canada's national standard of medical qualification, as well as our partnering role with regulators, medical schools and the federal government to support patient safety and public trust.

Also in October, the MCC welcomed more than 140 people from 45 organizations to our 2025 Annual Meeting, which focused on inclusive health care, workplace-based assessment models, and using data to transform health-workforce planning. Attendees heard inspiring opening remarks from two senators, The Honourable Mohamed-Iqbal Ravalia and The Honourable Flordeliz (Gigi) Osler, as well as a compelling keynote address from Dr. Jane Philpott, chair of Ontario's primary care action team.

Internationally, the MCC continued to build its profile as a thought leader in physician assessment and licensure, participating in several major conferences, including the International Association for Health Professions Education (AMEE) in Barcelona, the International Conference on Medical Regulation in Dublin, and the International Medical Graduate Conference hosted by the Australian Medical Council. These events provided opportunities to share perspectives on common challenges — from IMG/ITP recruitment to the integration of artificial intelligence — and to learn from international peers.

The MCC Council, leadership team, and guests visiting the Senate of Canada during the 2025 Annual Meeting.



COUNCIL MEMBER PROFILE

Jamaica
CASS
MD, PhD,
CCFP, DABOM



AS A DOCTOR WHO HAS DEDICATED her career to Indigenous reconciliation in both education and health care, Dr. Jamaica Cass's decision to join the MCC Council in December 2024 felt like a natural fit.

A member of the Mohawks of the Bay of Quinte, Turtle Clan, Dr. Cass practises primary care and obesity medicine in her home community of Tyendinaga, Ontario, where a childhood shaped by economic insecurity and systematic inequalities fuelled her passion to pursue reconciliation in health care and education. The first Indigenous woman in Canada to earn both an MD and a PhD, Dr. Cass is now an assistant professor and director of Indigenous health in the Department of Family Medicine at Queen's University where she is working to ensure that physicians licensed to practise in Canada have the knowledge and skills to provide culturally safe care to Indigenous patients. Her work as the director of the

Queen's-Weeneebayko Health Education Program, which trains Indigenous students in the James Bay region for health care careers in their own communities, aligns with her desire to improve culturally appropriate care for patients in Canada.

"I grew up experiencing the things we negatively and stereotypically associate with Indigenous people. I know what it is like to be a patient who is disenfranchised and oppressed," she explains. "And now I practise primary care in my home community. There is a lot of privilege in that – most don't have that opportunity."

Dr. Cass, who now sits at most national tables related to Indigenous medical education, is determined to use that privilege to address the systematic barriers she still sees holding too many back and preventing Indigenous patients from accessing the health care they need. Being a member of the MCC Council further enables her to use her voice to make change.

"I can be a well-informed Indigenous voice supporting the MCC in its Indigenous reconciliation as we continue to build partnerships between Indigenous and non-Indigenous people."



IMPROVING THE
CANDIDATE
EXPERIENCE

EMPLOYEE PROFILE

Tyler
COLE

Team Leader,
Candidate and
Credential Services,
MCC



WHEN TYLER COLE JOINED THE MCC as a service agent in 2012, its physical archive was so vast that its weight was beginning to challenge the structural integrity of the building. Today, those paper files are long gone. Almost everything else about how the team works has evolved, too.

"The one thing that stays the same is that it's always changing," said Mr. Cole, now the Workforce and Production team leader in the MCC's Candidate and Credential Services (CCS) department. "We're always asking: how can we better help candidates navigate the system? That question is the constant, but everything else keeps evolving."

As Mr. Cole took on new responsibilities in his job, including scheduling, data analysis, and technical troubleshooting, technology also began to play a larger role in how the MCC engaged with candidates. At the same time, the CCS team, and the volume of candidates they were serving, also grew.

In 2025-2026, the MCC's service desk agents handled over 80,000 interactions with candidates, an overall increase of almost 5% compared with 2024-2025.

That data evolution took another step forward in January 2026 with the launch of TalkDesk, a tool designed to help service agents more easily provide personalized support to candidates. The new platform brings together phone, chat, and email services in a single system, giving service agents better visibility into a candidate's history of engagement with the MCC, and offering a more seamless experience. For Mr. Cole, it means he and his team can focus on what they're most passionate about: helping people.

"Having these tools enables the service agents to provide the level of service they've always wanted to give," Mr. Cole said.

The shift to TalkDesk is part of a broader move toward a more candidate-centred approach, something Mr. Cole describes as a cultural evolution as much as a technological one. Where the team once relied on scripts and structured responses, the focus has shifted to finding ways to connect with candidates and reduce barriers, breaking down departmental silos at the same time.

CANDIDATE AND CREDENTIAL SERVICES

TOTAL NUMBER

as of
March 31, 2026

3,213,612

documents stored
in the Repository

363,570

international medical
credentials

SERVICE DESK answered:

14,646



calls

15,468



chats

50,489



emails

BY THE NUMBERS

from April 1, 2025 to
March 31, 2026

27,027

medical credentials
source verified

4,904

Educational Credential
Assessment reports
issued

4,267

Licentiates of the Medical
Council of Canada
awarded

20,194

physiciansapply.ca
accounts opened

15,004

accounts opened
by IMGs

REPOSITORY MANAGEMENT

AT A GLANCE



MEETING CHANGING NEEDS WITH NEW TECHNOLOGIES

In 2025-2026, the MCC began replacing our aging custom-built technology with commercial software, a move that will reduce costs and make it easier to adapt when business needs change.

As part of our technology transformation initiative, we are migrating our legacy systems to modern business software, including TalkDesk, Salesforce, risr/ and IdealAMS. Together, these solutions cover the main ways candidates engage with the MCC, from customer service chat sessions to exam registration. Changes to the physiciansapply.ca portal are expected to deploy throughout 2026 and 2027.

“These changes will make our systems easier to support, as well as easier to augment as our business needs evolve,” said Mr. A.J. Harris, the MCC’s director of Business Technology.

The shift will also allow the MCC to focus on higher-value security and operational needs, while vendors manage routine tasks.



We’re still in the thick of the transformation, but already we’ve been able to better leverage the talents of our people, launch new services, and forge deeper connections with other MCC departments and project teams.

A.J.
HARRIS

Director,
Business Technology,
MCC

EXAMINATION STATISTICS

For exam sessions held between
April 1, 2025 and
March 31, 2026

When comparing pass rates, it is important to note that the CMG group is less variable in the training they receive and in the timing of when candidates take the MCCQE Part I, which is typically during the final year of medical school. The IMG group is more variable and includes students and graduates from a range of medical training backgrounds, including candidates at later stages of their medical careers.

For the MCCQE Part I and the NAC Examination, statistics are consistent with the summary report generated and sent to the Exam Oversight Committee (EOC) members. The report is based on the MCC’s fiscal year. For the TDM Examination, the statistics may differ slightly from the summary report shared with the EOC members, which is based on the calendar year. No Standing and Denied Standing are not included in the examination statistics.

Numbers may also slightly differ from other documents and material due to post-exam events, such as reconsideration requests that may result in changes to candidates’ status No Standing and Denied Standing.

* CMG:
Canadian medical
graduate (of a Canadian
medical school)

** IMG:
International medical
graduate (of a medical
school outside of Canada)

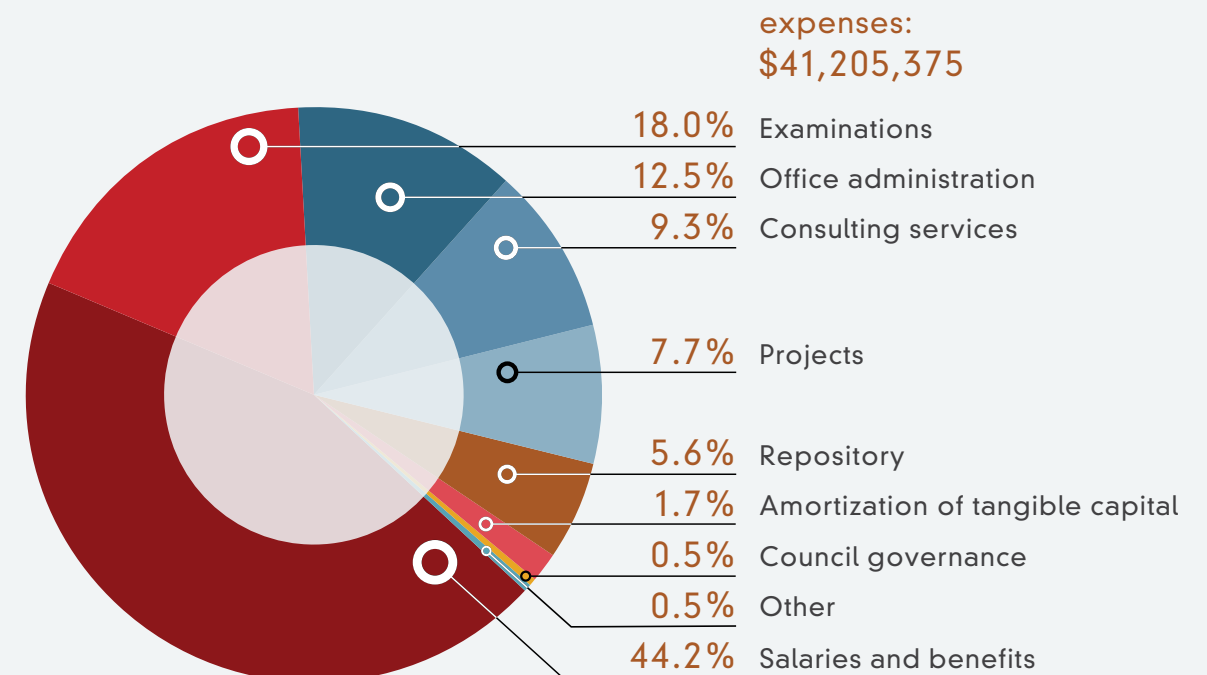
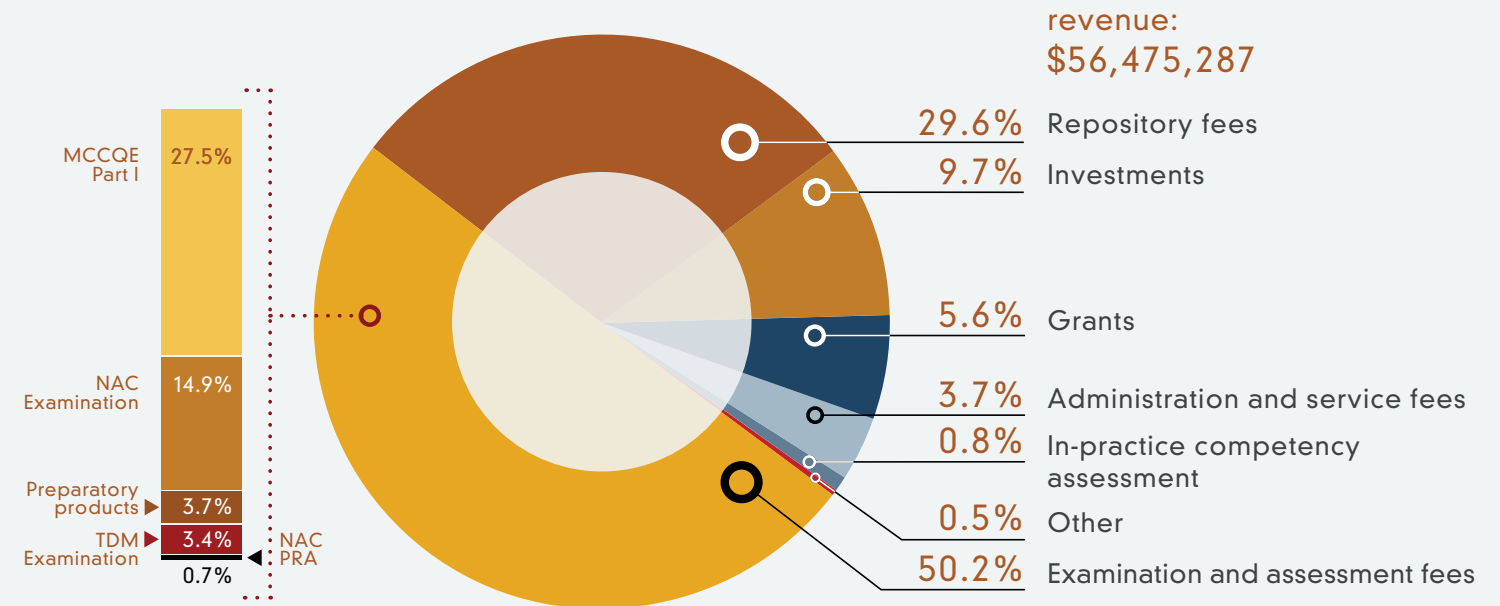
		2024 - 2025		2025 - 2026	
		Tested (#)	Pass rate (%)	Tested (#)	Pass rate (%)
MCCQE Part I	First-time CMG* takers	2,979	94	3,365	91
	Repeat CMG takers	180	79	257	72
	First-time IMG** takers	3,266	57	4,629	48
	Repeat IMG takers	1,212	40	2,040	37
	TOTAL	7,637	69	10,291	61
NAC Examination	First-time takers	1,469	82	2,131	83
	Repeat takers	272	80	284	79
	TOTAL	1,741	82	2,415	83
TDM Examination	TOTAL	412	91	676	87

FINANCIAL POSITION

SUPPORTING LONG-TERM SUSTAINABILITY WHILE INVESTING IN THE FUTURE

In 2025–2026, the MCC maintained a strong financial position through the responsible stewardship of our resources and a continued focus on long-term sustainability in support of our strategic objectives. Growing demand for our examinations contributed to increased income, alongside revenue from registration and repository fees.

We explored innovations and invested in strengthening our business technology systems to improve operational efficiency and sustain future growth. Federal funding from Health Canada continued to support important initiatives, including advancing the National Registry of Physicians, helping to build capacity within Practice-Ready Assessment programs, and supporting the readiness of internationally trained physicians and international medical graduates pursuing licensure in Canada. We continue to explore additional opportunities to reinvest in both the future of physician assessment in Canada and improved candidate exam readiness.





GOVERNANCE

2025-2026 MCC COUNCIL

Left to right: Dr. Jamaica Cass, Ms. Stephanie Connolly, Ms. Levonne Louie, Dr. Brent Thoma, Dr. Ainslie Mihalchuk, Dr. Gordon Giddings, Dr. Martina Reslerova, Ms. Kate Wood, Mr. Daniel Faulkner, Dr. Tanis Adey, Dr. Isabelle Tardif | Absent: Dr. Mary Oxner

Kate Wood
KC

PRESIDENT
(until Oct. 2025)

**IMMEDIATE
PAST PRESIDENT AND MEMBER**
(since Oct. 2025)



Gordon Giddings
MD, MBA, FCFP, CCPE, CHE

VICE-PRESIDENT
(until Oct. 2025)

PRESIDENT
(since Oct. 2025)



Levonne Louie
MBA, ICD.D

MEMBER
(until Oct. 2025)

VICE-PRESIDENT
(since Oct. 2025)



MEMBERS



Tanis Adey
MD, MMed, FRCPC, CCPE,
ICD.D



Jamaica Cass
MD, PhD, CCFP, DABOM



Stephanie Connolly
MAL



Daniel Faulkner
HBSc, MBA



Ainslie Mihalchuk
MD, CCFP, FCFP
since Oct. 2025



Heidi M. Oetter
MD
until Oct. 2025



Mary Oxner
PhD, CPA, CA, CFA



Martina Reslerova
MD, PhD, FRCPC



Isabelle Tardif
MD, CCMF, FCMF



Brent Thoma
MD, MA, MSc, FRCPC

2025 - 2026

MCC COUNCIL

MCC COUNCIL



COMMITTEES OF COUNCIL

FINANCE, AUDIT AND INVESTMENTS COMMITTEE

CHAIR	Heidi M. Oetter, MD (until Oct. 2025)
	Mary Oxner, PhD, CPA, CA, CFA (since Oct. 2025)
MEMBERS	Tanis Adey, MD, MMed, FRCPC, CCPE, ICD.D
	Mélanie Dubé, CPA-CMA, MBA, RRT
	Levonne Louie, MBA, ICD.D
	Kate Wood, KC (since Oct. 2025)

GOVERNANCE AND NOMINATING COMMITTEE

CHAIR	Jay Rosenfield, MD, MEd, FRCPC (until Oct. 2025)
	Heidi M. Oetter, MD (since Oct. 2025)
MEMBERS	Tanis Adey, MD, MMed, FRCPC, CCPE, ICD.D (since Oct. 2025)
	Elizabeth Bannister, MD
	Daniel Faulkner, HBSc, MBA
	Gordon Giddings, MD, MBA, FCFP, CCPE, CHE (until Oct. 2025)
	Levonne Louie, MBA, ICD.D (until Oct. 2025)
	Ainslie Mihalchuk, MD, CCFP, FCFP (since Oct. 2025)
	Elizabeth Wenghofer, PhD

EXAM OVERSIGHT COMMITTEE

CHAIR	Teresa Cavett, BSc MD, CCFP, FCFP, MEd (until June 2025)
	Isabelle Desjardins, MD, FRCPC (since July 2025)
VICE-CHAIR	Isabelle Desjardins, MD, FRCPC (until June 2025)
	Jean Rawling, BSc, PhD, MD, CCFP (since July 2025)
MEMBERS	Emmanuel Ajuwon, MD, CCFP, M.Med Sci ART
	Michel Chiasson, BSc (Hons), MD, FCFP
	Ciaran Goojha, MD (since Dec. 2025)
	Michael Hogan, BMedSc, MD, MMed, FRCSC, FACS
	Mohsin Rashid, MD (since Sept. 2025)
	Debra Sibbald, BScPhm ACPR, RPh, MA, PhD

APPEALS COMMITTEE

ADVISORY FORUM

DATA GOVERNANCE ADVISORY COMMITTEE

CHAIR

Patrick Rowe (BC), MD, CCFP (EM), FCFP

MEMBERS

Tanis Adey (NL), MD, MMed, FRCPC, CCPE, ICD.D

Marie-Josée Bédard (QC), MD, FRCSC

Stephanie Connolly (YK), MAL

Colleen Forestier (AB), MD, CCFP (EM) (since Oct. 2025)

Gus Grant (NS), AB, LLB, MD, CCFP, ICD.D

Heather Hannah (NT), MD (since Feb. 2025)

Barbara Harvey (NU)

Melissa MacDonald (PEI)

Scott McLeod (AB), MD, MPH, MPA, CCFP, FCFP (until Oct. 2025)

Ainslie Mihalchuk (MB), MD, CCFP, FCFP

Viren Naik, MD, MEd, MBA, FRCPC | MCC

Michelle Owen, MA | Health Canada Representative

Laurie Potter (NB), MD, MEd, FRCPC

Stephanie Price, P.Eng, FEC, CAE | FMRAC

Grant Stoneham (SK), MD, FRCPC, CCPE

Nancy Whitmore (ON), MD, FRCSC, MBA

This committee provides a forum for participating MRAs, the MCC and other interested parties to identify, discuss, and address the strategic direction, functions and issues relating to the National Registry of Physicians.



Members of the Data Governance Advisory Committee and Deepa Turner, Executive Director, Candidate and Credential Services, MCC.

EXAM CONTENT CONTRIBUTORS

The MCC recognizes the valuable contribution of content authors and committee participants in their various roles, and is grateful for their work developing content for the MCCQE Part I and the MCC preparatory products, the NAC Examination, the TDM Examination, and the Examination Objectives.

Dr. Nadine	Abdullah
Dr. Joseph	Akinjobi
Dr. Emily	Armstrong
Dr. Joel	Arsenault
Dr. Julie-Eve	Arseneault
Dr. Kate	Bateman
Dr. Fiona	Bergin
Dr. Sandra	Biem
Dr. Vanessa	Bohn
Dr. Mark	Bosma
Dr. Céline	Bouchard
Dr. Sophie	Bourque
Dr. Keyna	Bracken
Dr. Nancy	Brager
Dr. Amy	Bromley
Dr. Carl	Bromwich
Dr. Jennifer	Chan
Dr. K. Jean	Chen

Dr. Casey	Clarkson
Dr. Émilie	Comeau
Dr. Louis-Xavier	D'Aoust
Dr. Kien	Dang
Dr. Sampa	Das
Dr. Valérie	Deslauriers-Noël
Dr. Charles	Duffy
Dr. Mona	Effendi
Dr. Edward	Ellis
Dr. Daniel	Etarsky
Dr. Robert	Farrell
Dr. David	Flusk
Dr. Henriette	Fortin
Dr. Gary	Gelfand
Dr. Ciaran	Goojha
Dr. Valérie	Gratton
Dr. Justin	Graveline
Dr. Sarah	Green

Dr. Faiza	Hameer
Dr. Holly	Hamilton
Dr. Amanda	Hanson
Dr. Chelsea	Harris
Dr. Paul Robert	Hayes
Dr. Marie	Hayes
Dr. Catherine	Henin
Dr. Tara	Hilton
Dr. Thérèse	Hodgson
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Dr. Peter	Jamieson
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Dr. Gary	Kay
Dr. Lara	Kent
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Dr. Carine	Kouemo Ngako

Dr. Darya	Kryzskaya
Dr. Anita	Kuriya
Dr. Louise	Laramée
Dr. Jill	Lawless
Dr. Mark	Lees
Dr. Fok-Han	Leung
Dr. Andria	MacAulay
Dr. Kathryn	MacDonald
Dr. Elizabeth	Mackay
Dr. Gillian	MacLean
Dr. Michèle	Mahone
Dr. Jerry	Maniate
Dr. Catherine	Mann
Dr. Darren	Martin
Dr. Susanna	Martin
Dr. Tara	McCallan
Dr. Ari	Meguerditchian
Dr. Lydia	Melnyk
Dr. Susan	Mercer
Dr. Neil	Merritt
Dr. Julian	Midgley
Dr. Andrea	Mitchell
Dr. Amita	Modi
Dr. Emiko	Moniwa
Dr. Cheryl	Murphy

Dr. Maya	Nader
Dr. Amy	Nakajima
Dr. Olumide	Ogundeji
Dr. Olukayode	Olutunfese
Dr. Florin	Padeanu
Dr. Jane	Pegg
Dr. Julien-Carl	Phaneuf
Dr. Cole	Picot
Dr. Pierre	Plourde
Dr. Robert	Porter
Dr. Barbara	Power
Dr. Matthew	Quann
Dr. Justin	Quesnelle
Dr. Christine	Racette
Dr. Ghaida	Radhi
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Dr. Marilyn	Raizen
Dr. Naheed	Rajabali
Dr. Martine	Robichaud
Dr. Arnaud	Samson
Dr. Samantha	Samuelson
Dr. Richard	Scheirer
Dr. Natalie	Schur
Dr. Ron	Siemens
Dr. Chris	Sikora

Dr. Ella	Simon
Dr. Marilyn	Singer
Dr. Giovanna	Sirianni
Dr. Andrea	Skorenki
Dr. Ann	Spence
Dr. Mireille	St-Jean
Dr. Katherine	Stringer
Dr. Evelyn	Sutton
Dr. Peter	Switakowski
Dr. Terry	Szajkowski
Dr. Glendon	Tait
Dr. John	Thiel
Dr. Karen	Toews
Dr. Preston	Tran
Dr. Catherine	Tremblay
Dr. Albina	Veltman
Dr. Eric	Vickar
Dr. Chantal	Violette
Dr. Gaynor	Watson-Creed
Dr. Kerri	Weir
Dr. Michael	Welsh
Dr. Hilary	Writer
Dr. Lauren	Zanussi

IMG ALLIANCE

In June 2025, the National Assessment Collaboration (NAC) International Medical Graduate (IMG) Alliance was renamed the IMG Alliance, with a renewed purpose and composition.

CHAIR	Anurag Saxena, MD, M.Ed., MBA, FRCPC, FCAP, CHE, CCPE
ASSOCIATION OF FACULTIES OF MEDICINE OF CANADA	Anna Karwowska, MDCM, FRCPC
CANADIAN MEDICAL PROTECTIVE ASSOCIATION	Armand Aalamian, MDCM, CCFP, FCFP
COLLÈGE DES MÉDECINS DU QUÉBEC	Marie-Josée Bédard, MD, FRCSC
COLLEGE OF FAMILY PHYSICIANS OF CANADA	Brent Kvern, MD, CCFP, FCFP
FEDERATION OF MEDICAL REGULATORY AUTHORITIES OF CANADA	Stephanie Price, P.Eng, FEC, cAE
HEALTH CANADA	Michelle Owen, MA
INTERNATIONAL MEDICAL GRADUATE	Mahamadou Douaré, MD, MHA/MGSS
	Oluseyi Akinola, MBChB, MsPH, CCFP
MEDICAL COUNCIL OF CANADA	Kathryn Keyes, MBA
	Viren Naik, MD, Med, MBA, FRCPC
	Sarita Verma, LLB, MD, CCFP
NAC PRA WORKING GROUP CHAIR	Jon Witt, MD, MPH, CCFP (EM), FCFP
ROYAL COLLEGE OF PHYSICIANS AND SURGEONS OF CANADA	Glen Bandiera, MD, FRCPC, BASc(Engin) (until Jan. 2026)
SETTLEMENT OR IMG/ITP SUPPORT ORGANIZATION	Vacant

NAC PRACTICE-READY ASSESSMENT (PRA) WORKING GROUP

CHAIR	Jon Witt (SK), MD, MPH, CCFP (EM), FCFP
MEMBERS	Fiona Bergin (NS), MD, LLM, MEd, FCFP (until Aug. 2025)
	Mary Chinni (BC)
	Jill Hastings (AB), MSc., CHE
	Julie Lajeunesse (QC), MD, FCMF
	Mélanie Léger (NB), MD CCFP (PC)
	Keri McAdoo (NS), MD, CCFP
	Pamela Snow (NL), MD, FCFP
	Eric Wong (ON), MD, MCISc(FM), CCFP, FCFP, CFD
	Zheng Ming Xi (MB), MD, CCFP

Committee lists in this publication are as of March 31, 2026.
 These lists appear on our website mcc.ca and are updated regularly.



2025 MCC Annual Meeting.



2025 MCC Annual Meeting.



AWARDS AND RECOGNITIONS

2025 MCC AWARDS DINNER

DR. M. IAN BOWMER AWARD

FOR
LEADERSHIP IN SOCIAL
ACCOUNTABILITY

Named in recognition of Dr. Bowmer's many years of service as the executive director and registrar, and in spirit of his advocacy work, this award is given to one medical student and one resident who have demonstrated leadership in social accountability within the schools of medicine in Canada.



STUDENT AWARD

ANTHONY NGUYEN

University of Toronto

Dr. Anthony Nguyen completed his medical degree at the University of Toronto and is now a resident in physical medicine and rehabilitation at the University of British Columbia.

Dr. Nguyen is interested in increasing access to rehabilitation services for underserved and remote communities. He remains committed to advancing social accountability in medicine through a lens of equitable, interdisciplinary, and function-focused rehabilitation.



RESIDENT AWARD

VALÉRY-DRICE TCHOMBA

Université de Montréal

Dr. Valéry-Drice Tchomba is a psychiatry resident at the Université de Montréal. He completed his medical doctorate at the Université de Sherbrooke after studying pharmacy at the Université Laval.

Recognized for his leadership in addressing racism in health care, Dr. Tchomba draws on his personal and academic experiences to promote a more equitable, inclusive, and human-centred approach to medicine, and strives to build a more representative and equitable health care system for all.

AWARDS FOR LEARNERS

DR. W. DALE DAUPHINEE AWARD

FOR
EXCELLENCE IN MEDICAL
EDUCATION

Named in recognition of Dr. Dauphinee's many years of service as the executive director and registrar, and in support of his commitment to learning, this award is given to one medical student and one resident who have demonstrated excellence in medical education and assessment within the schools of medicine in Canada.



STUDENT AWARD

CONSTANCE BOUTHILLIER Université de Montréal

Constance Bouthillier is a third-year medical student at the Université de Montréal. She also holds a Bachelor of Laws and a Juris Doctor from the Université de Montréal.

Ms. Bouthillier's experience in medical liability sparked her interest in integrating law and medicine, especially to better prepare future physicians for the legal and ethical challenges of clinical practice. She aims to contribute to innovative, interdisciplinary, and community-focused medical education.



RESIDENT AWARD

HEATHER NICHOL Queen's University

Dr. Heather Nichol completed her residency in physical medicine and rehabilitation at Queen's University. She previously earned a bachelor of science in life sciences from Queen's University, a master of science in neuroscience from McGill University, and a doctor of medicine degree (MD) from Queen's University.

Dr. Nichol's passion for education has been a defining feature of her academic journey. Her scholarly interests lie in understanding how the educational environment and relationships between clinical teachers and learners influence the educational experience.

ACHIEVEMENT AND SERVICE AWARDS

DR. MAUREEN TOPPS AWARD

FOR
OUTSTANDING ACHIEVEMENT
IN THE ASSESSMENT OF
CLINICAL COMPETENCE



Renamed after Dr. Maureen Topps, executive director and CEO from 2018 to 2023, this award recognizes an individual or group who demonstrates sustained excellence in Canadian health care and/or health care research. This distinction is unique in that its nominees and recipients come from a broad range of health disciplines, such as dentistry, physical therapy, and medical practice.

MEREDITH YOUNG^{PhD}

Meredith Young is a professor at the Institute of Health Sciences Education at McGill University. She earned her PhD in cognitive psychology from McMaster University, where she studied how individuals with and without medical expertise reason through complex problems in medicine. More specifically, she studied the intersection of more intuitive decision-making and more structured, rule-based reasoning.

Dr. Young's current work examines reasoning in health professions education and the assumptions that underpin what we think makes for a good decision. Her work aims to make our understanding of key concepts in health professions education more explicit to support productive dialogue that better supports teaching, assessment, and scholarly practices.

DR. LOUIS LEVASSEUR AWARD

FOR
DISTINGUISHED
SERVICE



ACHIEVEMENT AND SERVICE AWARDS

This award is presented annually to a past or present Council, staff, or committee member of the MCC, or to a person whose collaboration has contributed in an extraordinary manner to the vision and mission of the MCC.

TERESA CAVETT

BSc MD, CCFP FCFP, MEd

Teresa Cavett is an associate professor of family medicine at the University of Manitoba (U of M). She is a Fellow of the College of Family Physicians of Canada and holds a master of education in educational administration, foundations and psychology (U of M). She has practised full-service family medicine in Manitoba and retired from clinical practice in 2022.

Since 2012, Dr. Cavett has served in pivotal roles—including on the MCCQE Part I Pediatric Test Committee (2012–2018), as vice-chair (2018–2021) and chair (2021) of the Central Examination Committee, as a member of the Blueprint Committee (2019–2020), and as the inaugural chair of the Exam Oversight Committee (2021–2025). She has been instrumental in establishing this new committee, guiding the MCC through significant change, and strengthening examination standards.

RESEARCH IN CLINICAL ASSESSMENT GRANT

This curiosity-driven grant is intended to support a principal investigator with the financial resources required to further complete their medical assessment research while promoting the MCC's vision of ensuring that physicians have the competencies to support safe, accessible health care in Canada.



VANESSA
DI LALLA MDCM, FRCPC

RESEARCH PROJECT:

Strengthening the developmental purpose of assessment: Exploring trainee perceptions of competence committee feedback and decision-making



EMPLOYEE SERVICE AWARDS

The Service Awards honour employees who have achieved significant milestones in their tenure with the MCC. In 2025-2026, these current employees have committed 5,10 and 15 years of service and demonstrated unwavering loyalty. The MCC congratulates all the recipients for their remarkable achievements and their continued service.

MCC DEPARTMENTS

AD	Assessment
BT	Business Technology
CCS	Candidate and Credential Services
CEO	CEO Office
ER&C	External Relations & Communications
F&CS	Finance & Corporate Services
P&C	People & Culture

5 YEARS	Mckenzie Cole, La-Tonia	CEO
10 YEARS	Amalvi, Cécile	ER&C
	Morin, Maxim	AD
	Penney, Jennifer	F&CS
	Ragalie, Karina	F&CS
	Robert, Nicole	AD
15 YEARS	Duong, Binh	CCS
	Lambert, Danna	AD
	Levesque, Amanda	AD



2025 - 2026



PUBLICATIONS AND PRESENTATIONS

Dr. Viren Naik at the MedEd on the Edge conference.
Stockholm, Sweden | May 7, 2025
Photo credit: Eric Cronberg

2025

Dewhirst, S., Szabo, N. D., & Frank, J. R. (2025). Assessor personality traits are not educationally important drivers of assessor stringency/leniency. *AEM Education and Training*, 9(4), e70074.

Ninkov, A. B., Poitras, C., Frank, J. R., Costello, J., Maggio, L. A., & Artino, A. R. Jr. (2025). Two decades of medical education scholarship: mapping collaboration and thematic shifts using web of science (2000-2019). *Perspectives on Medical Education*, 14(1), 750–760.

Tobelem, L. F. L., de Moraes, F. Y., & Santos, F. N. C. (2025). Expanding healthcare capacity in Canada: the potential of internationally trained physicians. *The Lancet Regional Health–Americas*, 46, 101095.

Verma, S. (2025). Changing of the guard in medical education: A national perspective on turnover among Canadian medical school deans. *The Medical Post*.

Yiu, S., Yeung, M., Cheung, W., & Frank, J. R. (2025). Hidden beneath the surface: What are the knowledge and skills for successful transition to practice. *Canadian Journal of Emergency Medicine*, 27(11), 892–901.

2026

Pugh, D., Roy, M., Wood, T. J., Bartman, I., Ly, V., & Touchie, C. (2026). Association between physician licensing and certification examination performance and quality of patient care: a systematic review. *Academic medicine: journal of the Association of American Medical Colleges*, wvag065. Advance online publication.

Varpio, L. S., Frank, J. R., Snell, L. S., & Sherbino, J. (2026). Everybody hurts: the reviewer-imposed pain (RIP) matrix. *Medical Education*, 60(1), 73-78.

In these references, MCC contributors are noted in darker font.

Listed alphabetically from April 1, 2025 to March 31, 2026

2025 - 2026

PUBLICATIONS

2025

APRIL-JUNE

Monteiro, S., Keul, A., Ostrega, J., Sherbino, J., Norman, G., Chopra, S., Sibbald, M., Chan, T., Morin, M., & Pugh, D. (2025, April 3-6). *Evaluating test formats: the reliability of open and closed book assessments* [Oral presentation]. The International Congress on Academic Medicine (ICAM), Halifax, NS, Canada.

Pugh, D., Guo, Q., & Alves, C. (2025, April 3-6). *Exploring AI prompt engineering strategies for generating multiple-choice questions to assess clinical reasoning* [Oral presentation]. The International Congress on Academic Medicine (ICAM), Halifax, NS, Canada.

Naik, V. N. (2025, April 11-12). *AI in medical education: a "MUST" not "Should or Want"* [Oral presentation]. Inaugural Joint MED Symposium, CUHK & CUHK-Shenzhen, Shenzhen, China.

Naik, V. N. (2025, April 11-12). *Global health workforce challenges & pathways to licensure in Canada* [Oral presentation]. Inaugural Joint MED Symposium, CUHK & CUHK-Shenzhen, Shenzhen, China.

Frank, J. R. (2025, April). *These ideas must die: myths in health professions education* [Oral presentation]. George Washington University Medical Education Grand Rounds (virtual).

Naik, V. N., Arrighi, J., Chaudhry, H., & Holmboe, E. (2025, May 2-4). *Legislative changes in North America and their global impact* [Oral presentation]. 2025 Alliance of Academic Health Centers International (AAHCI) Middle East and North Africa (MENA) Regional Meeting, Abu Dhabi, United Arab Emirates.

Naik, V. N., & Holmboe, E. (2025, May 7-9). *Migration, assessment, and trust* [Oral presentation]. MedEd on the Edge, Stockholm, Sweden.

Naik, V. N., & Catton, H. (2025, May 7-9). *Global health care worker migration* [Plenary session]. MedEd on the Edge, Stockholm, Sweden.

Frank, J. R. (2025, May 16). *Leading curriculum change: pearls and pitfalls* [Online plenary session]. University of Minnesota, College of Veterinary Medicine Education Day.

Turner, D., & Naik, V. N. (2025, May). *National Registry of Physicians update for Provincial-Territorial Working Group* [Oral presentation]. Council of the Federation (CoF) Health Mandate Provincial-Territorial Working Group, Ottawa, ON, Canada.

In these references, MCC contributors are noted in darker font.

Listed chronologically from April 1, 2025 to March 31, 2026

2025 - 2026

PRESENTATIONS

2025
MAY 25–28

The following were presented at the
World Federation for Medical Education (WFME)
Conference 2025, Bangkok, Thailand.

Naik, V. N., & Turner, D. *Enhancing cultural competency in healthcare onboarding: leveraging existing resources for internationally trained physicians* [Oral presentation].

Naik, V. N., & Turner, D. *Rapid credentialing of internationally trained physicians: enabling high stakes workplace-based assessments* [Oral presentation].

Naik, V. N., Chaudhry, H., & Ogunkeye, J. *Navigating the leadership odyssey: transformative competencies for medical educators* [Oral presentation].

Naik, V. N., Abdel-Razig, S., Arrighi, J., Ciccone, A., & Holmboe, E. *Innovation in medical regulation: expanding pathways to licensure* [Oral presentation].

Oleyn, K., & Turner, D. *Preparing medical students for the global physician workforce* [Oral presentation]. WFME Leadership Summit.

Turner, D. *MCC update for Leadership Summit* [Oral presentation]. WFME Leadership Summit.

2025
JULY–SEPTEMBER

Naik, V. N., Bandiera, G., Allen, M., Tardif, I., Bedard, M.J., & Saad, N. (2025, June 10-12). *Managing the emergence of accommodations* [Oral presentation]. Federation of medical regulatory authorities of Canada (FMRAC) Annual Forum 2025, Calgary, AB, Canada.

Naik, V. N., Lafontaine, A., & Davis, M. (2025, June 20-22). *Academic leadership* [Oral presentation]. Association of Canadian University Departments of Anesthesia (ACUDA), Canadian Anesthesiologists' Society (CAS) Annual Meeting, St. John's, NL, Canada.

Naik, V. N., DiRenna, T., Wong, M., & Ladha, K. (2025, June 20-22). *Anesthesiologists out of the OR: opportunity of overstretch?* [Oral presentation]. CAS Annual Meeting, St. John's, NL, Canada.

Naik, V. N., Holmboe, E., & Boese, S. (2025, July). *Leveraging international medical graduates* [Oral presentation]. Center for Rural Pennsylvania, Harrisburg, PA, United States.

Naik, V. N., Benoit, C., Santos, F. N. C., & de Bruin, C. (2025, July 15). *Specialist licensure in Canada: paths to practice for internationally trained physicians* [Webinar]. Medical Council of Canada.

Naik, V. N., & St. Croix, R. (2025, Aug.). *Collaborator mapping: navigating socio-political environments* [Oral presentation]. Telfer Executive Programs, Ottawa, ON, Canada.

Naik, V. N., Turner, D., & Keyes, K. (2025, Sept. 3-6). *Navigating medical licensure in Canada: collaboration, mobility and support for internationally trained physicians* [Oral presentation]. International Association of Medical Regulatory Authorities (IAMRA) International Conference on Medical Regulation, Dublin, Ireland.

2025

OCTOBER–DECEMBER

Keyes, K., & Turner, D. (2025, Sept. 3-6). *The National Registry of Physicians: a transformative tool for strategic health workforce planning* [Poster presentation]. IAMRA International Conference on Medical Regulation, Dublin, Ireland.

Morin, M., Nair, K., & Chowdhury, A. (2025, Sept. 18-19). *Innovations in international medical graduate assessment and support* [Panel presentation, A. DiDio, Chair]. International Medical Graduate Conference, Melbourne, Australia.

Morin, M. (2025, Sept. 18-19). *Uncovering structural predictors of performance on a national medical licensing examination: implications for policy and program design* [Oral presentation]. International Medical Graduate Conference, Melbourne, Australia.

Naik, V. N. (2025, Sept.18-19). *Ethical recruitment amid a global health workforce shortage* [Oral presentation]. International Medical Graduate Conference, Melbourne, Australia.

Naik, V. N. (2025, Sept.). *Looking into the crystal ball: future trends in certification and licensure* [Webinar]. University of Toronto Department of Anesthesia & Pain Medicine, Toronto, ON, Canada.

Naik, V. N. (2025, Oct. 16-17). *Licensing hope or losing trust: ethical crossroads in the future of health workforces* [Oral presentation]. Coalition for Physician Enhancement Annual Conference, Chicago, IL, United States.

Naik, V. N. (2025, Oct. 30). *Medical Council of Canada information session to Canadian students* [Oral presentation]. Organized by Ontario Physician Recruitment Alliance (OPRA) for Global University Systems (GUS) medical schools (Saba University School of Medicine, Medical University of the Americas, St. Matthew's University)(virtual).

Naik, V. N., & Holmboe, E. (2025, Oct. 30-Nov. 1). *Global gains or local losses? Rethinking migration, ethics and licensure in a health workforce crisis* [Oral presentation]. International Conference on Residency Education, Québec, QC, Canada.

Turner, D. (2025, Oct.). *Medical Council of Canada: discussion on the National Registry of Physicians* [Panel presentation]. Health Workforce Canada Connects 2025, Track: Credential recognition in the health workforce: emerging trends in Canada, Vancouver, BC, Canada.

Naik, V. N. (2025, Nov.). *Evolution of assessment for licensure (in a global health human resources crisis)* [Oral presentation]. Canadian Assessment Network, Ottawa, ON, Canada.

Naik, V. N. (2025, Nov.). *AI powered precision MedEd: Stop putting your head in the sand* [Oral presentation]. Sunnybrook Education Day, Toronto, ON, Canada.

Naik, V. N. (2025, Nov.). *Brain gain, drain and waste: ethical recruitment in a global health workforce crisis* [Oral presentation]. Department of Anesthesia, McGill University, Montreal, QC, Canada.

2026

JANUARY–MARCH

Morin, M. (2025, Dec.). *Survol du CMC* [Invited webinar presentation]. Webinaire « Parcours vers l’obtention du permis d’exercice pour les diplômés internationaux en médecine et les médecins formés à l’étranger », Centre Francophone du Grand Toronto.

Naik, V. N., Sonnenberg, L., Valanci, S., & Maniate, J. (2025, Dec.). *AI in education: the future of teaching in a shifting landscape* [Oral presentation]. Department of Medicine, University of Ottawa (virtual).

Turner, D. (2025, Dec.). *Navigating change together (Collaborative workshop to prepare for 2026 and beyond)* [Workshop]. The Pharmacy Examining Board of Canada, Toronto, ON, Canada.

Naik, V. N., Taylor, M., & Moore, J. (2026, Jan.). *Leading when things go wrong* [Oral presentation]. University of Ottawa Telfer School of Management (virtual).

Naik, V. N. (2026, Feb.). *Leading in healthcare: needed more than ever* [Oral presentation]. Health Education and Training Institute (virtual).

Naik, V. N. (2026, Feb.). *MCC: supporting IEHPs* [Oral presentation]. Clinical Public Health Certificate Program, University of Toronto, Toronto, ON, Canada.

Naik, V. N., Dupre, J., & Todt, K. (2026, March 1-4). *Training the machines: What it takes to build a good AI standardized patient* [Oral presentation]. Association of Test Publishers (ATP) Innovations in Testing, New Orleans, LA, United States.

St-Pierre, M. (2026, March 13). *Strategies for success: overcoming health care communication and licensure barriers* [Panel presentation in collaboration with Immigrant Services Association of Nova Scotia]. Metropolis Canada Conference, Halifax, NS, Canada.

Morin, M. (2026, March 20). *Survol du CMC* [Invited webinar presentation]. Webinaire « Programme d’accompagnement et d’assistance des médecins formés à l’étranger, dans le cadre du programme de Reconnaissance des titres et compétences étrangers (RTCE) au Canada Atlantique », Fédération acadienne de la Nouvelle-Écosse.

Morin, M. (2026, March 30). *Panel on test validity* [Panel discussion]. OET Roundtable on the future of healthcare language assessment and regulatory policy, Philadelphia, PA, United States.

Naik, V. N., van Zanten, M., Morin, M., Jang, E., & Lim, G. (2026, March 30). *Elevating communication skills in healthcare: cross-professional perspectives* [Oral presentation]. OET Roundtable on the future of healthcare language assessment and regulatory policy, Philadelphia, PA, United States.

St-Pierre, M. (2026, March 30). *Medical Council of Canada information session to Canadian students* [Oral presentation]. Organized by Ontario Physician Recruitment Alliance (OPRA) for Trinity School of Medicine (virtual).



MEDICAL COUNCIL
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2025–2026
MEDICAL COUNCIL OF CANADA
ANNUAL REPORT

FOCUSED ON
SOLUTIONS, LEADING
WITH CONFIDENCE