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Updated: November 18th, 2011

Consulting Foci

Details and contact information for projects are available upon request.

Strategic Planning

1. Agriculture and Agri-food Canada: (2011-). Consultant team member to develop the Science Scan, a comprehensive inventory of research and development activities in Canadian agri-based sectors.
2. The Canadian Association of Radiologists (2011). National review, scoping and business plan for a national quality initiative in radiology.
3. Agriculture and Agri-food Canada: (2010- ongoing). Consultant team member on Standing Order #7000000426 to provide foresight services to AAFC.
4. The Canadian Association of Radiologists (2010 –2011). Strategic Advisor to senior management and the Board.
5. The Canadian Association of Radiologists. (2008). Design and facilitate first strategic planning cycle with new Board/ staff structure
6. The Canadian Association of Radiologists. (2007) Governance reorganization.
7. The Canadian Food Inspection Agency. (2006-2008) Develop a strategic plan for animal health science using futures literacy methods to induce consensus among core and peripheral stakeholders.
8. The Canadian College of Health Services Executives. (2005) Design and conduct a decision-theoretic modeling exercise to define the health care leadership sector in Canada.
9. The Canadian College of Health Services Executives. (2005) Review potential and plan process for establishing a World Federation of Health Service Executives.
10. Department of Biological Sciences, University of Windsor. (2005). Facilitate strategic planning process for the department.
11. The Canadian Association of Radiologists. (2004-05). Conduct foresight analysis to define potential and preferred futures for Canadian radiology professionals, then identify strategic Association response to the likely range of contingencies.
12. The Appraisal Institute of Canada. (2004) Define scope of practice within the profession and across specialties; define related qualifications and minimum competencies.
13. Health Canada, Office of the Chief Scientist. (2003-2004) Provide strategic analysis and advice on the creation of a Science Plan for the department.
14. Canadian Dental Assistants' Association. (2003) Design and facilitate strategic planning
15. Canadian Institute for Health Information (2003) Plan and conduct consultation on next phase of CIHI role in health human resources
16. Canadian Biotechnology Advisory Committee. (2003) Assist in development of strategic directions in institutional transformation required to capture health and economic benefits from innovation in biotechnology
17. Canadian Institutes for Health Research (2002)
 - a. Plan annual Governing Council planning retreat for 2002
 - b. Develop corporate strategic planning structure
 - c. Analyze Institutes' strategic plans for contribution to corporate goals
 - d. Develop corporate planning framework and annual cycle

- e. Plan joint session between Governing Council and Institutes
18. Medical Council of Canada (2002) Planning for a National Physician Assessment Programme.
 19. Association of Polysomnographic Technologists. (2000-2003) Project Director to implement strategic plan for Professional Development Committee.
 - a. Communications plan
 - b. Textbook development
 - c. Professional curriculum, training syllabus and competence assessment
 - d. Planning for control of national accreditation standards and processes
 - e. Development of marketing plan
 - f. Planning for database management and evolution to support distance learning and electronic document sales.
 20. Canadian Medical Association. (2001-2002) Strategic planning for Council on Medical Education.
 21. BioProducts Canada Inc. (2001- 2002) Strategic and operational planning. Write strategic business plan.
 22. Canadian Institutes of Health Research: Institute of Genetics. (2001- 2002) Assistance with strategic and business planning.
 23. Canadian Institutes of Health Research. (2001) Compile overview of best practice in knowledge transfer in Canada and leading international sites.
 24. Genome Canada. (2001) Design and facilitate planning process to identify and develop national consensus on strategic direction for investment in Human Population Genomics and in Bioinformatics.
 25. College of Physicians and Surgeons of Ontario (2000- 2001) Design and conduct full strategic planning and organizational renewal.
 26. Rick Hansen Institute (2000- 2001). Design and conduct Facilitated Deliberative Inquiry approach to strategic planning in three areas: research framework for neurotrauma; integrated needs continuum for neurotrauma; dedicated centre to facilitate research framework and needs continuum in neurotrauma. Resulted in a successful \$13M CFI grant.
 27. Ontario Genomics Institute. (2000-2001) Facilitate design and business plan development for first Genome Canada funding cycle application.
 28. South-East Health Care Corporation, Moncton New Brunswick (2000-2001). Assist the Corporation to develop a medical services strategic plan.
 29. Association of Polysomnographic Technologists. (2000-2001) Design and conduct feasibility planning for national and international curriculum. Write business plan for funding.
 30. Ag-West Biotech Inc. (2000) Initiate strategic planning for next funding cycle.
 31. Fédération Internationale des Podologues (FIPP) (1999-2000). Assist with formation of structure, purpose and implementation direction for this expanding international professional organization.
 32. Genome Canada (1999- 2000). Design and implement strategy to establish Canadian Genome Centres and Genome Canada. Write the business plan for Genome Canada for successful inclusion for funding (\$160M) in the February 2000 Federal Budget.
 33. Rick Hansen Institute (1999). Design the Project Management process for establishing science agendas for the Rick Hansen Neurotrauma Initiative in neurotrauma biomedical research, neurotrauma injury prevention research and neurotrauma rehabilitation research.
 34. Liaison Committee on Podiatric Medical Education and Practice (LCPMEP) (1998-1999). Design and conduct nation-wide integrated futures planning exercise involving the ten agencies responsible for podiatric education and practice competence in the United States (schools, credentialing and licensing)

- organizations). Contracted to manage implementation plan developed (1999-2000).
35. National Dental Examining Board (1998). Design approach to new mission creation.
 36. International Federation for Medical Licensing Authorities (1998). Design governance, membership and fees structures for this international professional organization in its first formative stages.
 37. Canadian Institute for Health Information: Design and deliver a national planning/ needs identification workshop on Identifying a Minimum Data Set in Mental Health Care Delivery. (1998)
 38. The Faculty of Arts and Science, University of Toronto (1998) Led strategic planning project culminating in a faculty-wide planning retreat.
 39. The National Biotechnology Strategy Renewal Task Force
 40. Health Sector (Health Canada, Industry Canada, Medical Research Council, National Research Council) (1997-1998)
 41. Research & Development in Biotechnology (Medical Research Council, National Research Council) (1998)
 42. The Canadian Society for Clinical Investigation (1997-1998)
 43. Grace Hospital Ophthalmology Group (1997)
 44. Heal/Net (1997)
 45. Dalhousie University, Faculty of Nursing (1997)
 46. Nutraceutical Network of Canada (1996 - 1997) Develop business and strategic implementation plans coordinating the support of business, research, academic and relevant government agencies at provincial and federal levels.
 47. University of Manitoba President's Office (1996-97)
 48. University of Manitoba Faculty of Pharmacy. (1996)
 49. College of Pharmacy, Dalhousie University. (1995-1997)
 50. Los Angeles College of Chiropractic. (1995)
 51. St. Joseph's Health Centre (Toronto). (1994)
 52. Dalhousie University, School of Health Services Administration. (1993-1994)
 53. Employment and Immigration Canada and Canadian Engineering Human Resources Board, Engineering Supply Side Study. (1992-1993)
 54. The Alberta College of Physicians and Surgeons. (1992-1993).
 55. The Federation of Medical Licensing Authorities of Canada. (1992-1993)
 56. College of Physicians and Surgeons of Saskatchewan. (1991-1992)
 57. Canadian Dietetic Association. (1991)
 58. Canadian Physiotherapy Association (1990-1991)
 59. The College of Family Physicians of Canada. (1991)
 60. University of Toronto, Department of Family and Community Medicine. (1990)

Program Evaluation/ Auditing/ Operations Reviews

1. The Canadian Association of Radiologists. (2007) Governance review.
2. The Canadian Association of Radiologists. (2005- ongoing) Develop, fund, manage and evaluate large-scale demonstration projects to improve appropriateness in use of DI and demand-side control of diagnostic imaging through computer delivered decision support.
 - a. Project 1: Specialist Pediatricians (2005-2008) Funding Health Canada, Manitoba Health and Healthy Living

- b. Project 2: Family and General Practice: (2008-2009) Funding Health Canada
 - c. Project 3: Systems and Behavioural Interventions in Quaternary Care Pediatric Hospital (2009-2011) Funding Health Canada
- 3. National Council on Ethics in Human Research: Program review (2004-2005)
- 4. Interior Health Region of British Columbia. (2004-2005). Provide program evaluation support (formative and summative) for the Primary Health Care Initiative (Phase II).
- 5. Canadian Medical Association. (2001-2002) Review of the Council for Medical Education
- 6. Infostructure Programs Management Division, Office of the Health Information Highway (OHIH), Health Canada. (2000). Reviewer for the Canada Health Infostructure Partnerships Program (CHIPP).
- 7. American Association of Colleges of Osteopathic Medicine and the American Osteopathic Association: Design and conduct validity review of national examination process COMLEX Level 1. (1999)
- 8. National Council on Ethics in Human Research: Review operational and governance structures, outcomes and issues (1999)
- 9. Canadian Institute for Health Information: Design and conduct review of data collection operations and processes in the field to improve timeliness of data submission (1999)
- 10. Canadian Council of Professional Engineers: Review governance and operational structures (1998).
- 11. Canadian Institute for Health Information: Operations review of the Standards Development Unit (1998)
- 12. Canadian Biotechnology Strategy Task Force: Review competing proposals for federal investment in genomics (1998)
- 13. Liaison Committee on Podiatric Medical Education and Practice. Project to evaluate and plan enhancements for the entire spectrum of podiatric education and practice competence assurance in the United States. (1996 - 1998)
- 14. Canadian Institute for Health Information: Design and conduct evaluation for the Pre-test and Pilot Studies, Site evaluation, and external field reviews for the Minimum Data Sets in Continuing Care and in Rehabilitation. (1997-1998)
- 15. Canadian Resident Matching Service (CARMS). Design and conduct role, function and efficacy evaluation. (1997-1998)
- 16. University of Alberta Collaborative Baccalaureate Nursing Program. Facilitate a review and improvement project across five undergraduate nursing schools. (1995-1996)
- 17. School of Health Services Administration, Dalhousie University. Lead collaboration with the faculty to review and improve the undergraduate program. (1995)
- 18. Health Services Utilization and Research Commission (Saskatchewan). Key informant survey, planning and Retreat facilitation. (1994)
- 19. Health Canada (Health Service Systems Division, Health Programs and Services Branch). Inventory and assessment of community-based health care delivery models and systems in Canada. (1994)
- 20. HomeSupport Canada. Feasibility study for cost comparison of home-based and institutional care. (1993)
- 21. Ontario Ministry of Health. Service encounter card (Smart Card) pilot project evaluation. (1992-1993)

22. Health Insurance Directorate, Health Canada. Review and analysis of financing patterns for health care in Canada and internationally with particular emphasis on provincial and regional variation in services, benefits, costs and sources of revenue. (1991-1992)
23. The Royal Commission on New Reproductive Technologies. Analysis of the professions involved in new reproductive technologies, their present and future numbers, training and programs to improve competence. (1991-1992)
24. The Royal Ottawa Health Care Group. Individualized needs assessment for management skills among physician managers. (1991-1992)
25. The National Health Information Council, Institutions and Social Statistics Branch, Statistics Canada. Analysis of structure and problems of relationship among Canadian health information producers and consumers. (1991)
26. The Calgary General Hospital Group. Evaluation of relationships between sites and with corresponding university departments. (1991)
27. Health and Welfare Canada, Contributions and Awards Division, Research Programmes Directorate. Impact of research results on implementation. (1991)
28. Health and Welfare Canada, Contributions and Awards Division, Research Programmes Directorate. Study to design and test feasibility of alternate funding mechanisms. (1990)
29. Dalhousie University, Masters of Health Service Administration. Curriculum review and redesign. (1990)
30. University of Alberta, Masters of Health Service Administration. Curriculum review and redesign process. (1990).
31. University of Toronto, Masters Program in Health Administration. Curriculum review and redesign process. (1989-1990)
32. Health and Welfare Canada, Health Services and Promotion Branch. Advisory Committee for the Dartmouth Health Promotion study. (1988-1990)
33. Ontario Ministry of Health. Operational review of the critical care transport system. (1988-1989)
34. Ontario Ministry of Health. Evaluation of the Telehealth Program (1987)
35. Canadian Consortium for Research and Development in Medical Education. Feasibility study for inter-university cooperation and support for R & D in medical education. (1986)
36. Canadian Hospital Association. Evaluation of the Health Services Management extension course. (1985)
37. University of Toronto, Faculty of Medicine. Curriculum renewal evaluation. (1984-1986)
38. Nova Scotia Department of Health and Fitness. Study of laboratory cost reduction possibilities. (1984)
39. Registered Nurses Association of Nova Scotia. Diploma Program Review Board. (1983-1985)
40. Canadian Medical Association Task Force on Education for the Provision of Primary Care Services. Study of the efficacy of primary care training. (1982-1984)
41. Training Outreach Project, North Carolina. Evaluation of developmental day-care centers. (1977-1978)
42. Project Enlightenment, North Carolina. Evaluation of mental health intervention for 3-6 year olds and their parents. (1976-1978)
43. Home Based Early Education Project, North Carolina. Evaluation of education for handicapped children. (1976-1978)
44. Access to Mainstream, North Carolina. Evaluation of service coordination to children with physical and mental handicaps. (1975-1978)

45. San Jose California Unified School District. Analyses justifying various applications for minority aid grants. (1972-1973)
46. Pacific Education Evaluation Systems, San Francisco, California. Item by subject sampling matrix for a State of California assessment project. (1971)

Program Design and Delivery

1. The Canadian Association of Radiologists. (2007-2008) Governance capacity training
2. The Canadian Food Inspection Agency. (2006-2007) Develop and deliver a curriculum in strategic planning for the senior management team in animal health sciences. This team was dispersed across country and was therefore engaged synchronically by teleconference and asynchronously by email.
3. Association of Polysomnographic Technologists (2000-2004). Program design, facilitation and coordination in nine content areas: fund development, marketing, bibliography development, creation of training curricula, self-assessment materials, publications development, syllabi development and accreditation design.
4. World Health Organization, Department of Organization of Health Services Delivery. Assist in the development of a management effectiveness programme. (2000)
5. Genome Canada. Create the Application Guidelines to fund five national Genome Centres. (2000)
6. Canadian Biotechnology Advisory Committee. Create the first annual report for this national body created to provide comprehensive advice on policy issues related to the ethical, social, regulatory, economic, scientific, environmental and health aspects of biotechnology. (2000)
7. Shaikh Khalifa Medical Centre, Abu Dhabi, United Arab Emirates. Creation of the Education, Development and Training Plan. This includes all professional standards for maintenance of competence, technical support, job descriptions, organizational design, evaluation plan and local capacity building. Initiate preparation for accreditation review by Canadian standards (Canadian Council on Health Services Accreditation now Accreditation Canada) (1999-2000)
8. Expectations 1999 Conference for Stakeholders in the College of Medicine, University of Saskatchewan. Saskatoon, Saskatchewan. November 19-20th, 1999
9. Liaison Committee on Podiatric Medical Education and Practice (LCPMEP). Design and participate in the Podiatric Educational Leadership Conference (1998)
10. American Association of Colleges of Podiatric Medicine (AACPM). Design and participate in:
 - a. Graduate Medical Education Conferences (1997, 1998)
 - b. Implementation Planning Conference (1998)
11. Canadian Resident Matching Service (CARMS). Board self-analysis, governance remodeling. (1997-1998)
12. Canadian Institute for Health Information. Project to develop national clinical data sets and associated grouping methodologies in the areas of continuing care and rehabilitation. (1996 - 1998)
13. The Pharmacy Examination Board of Canada. Lead a process to examine the feasibility then design a skills evaluation component for this national licensing examination. (1995 - 1997)

14. College of Pharmacy, University of Saskatchewan. Faculty development series and facilitation for curriculum reform. (1995 - 1996)
15. Invitational Conference to Establish Outcome Competencies for the Canadian Schools of Pharmacy. (June, 1995). Sponsored by Astra Pharma Inc., Eli Lilly Canada Inc., Merck Frosst Canada Inc., and the Pharmacy Examining Board of Canada
16. American Association of Colleges of Pharmacy. Workshop on professional curriculum reform (March, 1995)
17. College of Dental Hygienists of Ontario. Design the provincial quality assurance program. (1994)
18. Rhône-Poulenc-Rôrer Ltd. Workshop on health reform and roles for pharmaceutical firms. (1994)
19. KanCar Inc. (Ottawa). Board training. (1994)
20. Alberta Medical Association. Board training. (1994)
21. Medical Research Council of Canada. Stakeholders' workshop: women's health research. (December, 1993)
22. Canadian Home Care Association. Board facilitation. (November, 1993)
23. University of Toronto, Masters Program in Health Administration. Design and faculty training for modular Master's degree program (1993-1994)
24. Hospital Management Research Unit, Sunnybrook Health Sciences Centre. This workshop examined various possible futures for the organization. (1993)
25. Royal University Hospital, Saskatoon. Medical Advisory Committee training and facilitation. (1992)
26. University of Toronto, Faculty of Medicine, Department of Behavioral Science. Workshop on role definition and implications. (1992)
27. The Royal Ottawa Health Care Group. Identification of areas and individualized methods for management improvement for physician managers. (1992)
28. Royal Victoria Hospital Montreal, Clinical Dietetics Department. Workshop on role definition and team building. (1991)
29. Canadian Society of Respiratory Therapists. Workshop to initiate process of definition, assessment and assurance of professional competence. (1990)
30. British Columbia Health Association. Vancouver, BC. Workshop on Performance Appraisal of Chief Executive Officers. (1990)
31. Industry, Science and Technology Canada. Workshops on performance indicators for the Canadian medical devices sector. (1990)
32. University of Toronto, Department of Family and Community Medicine. Program redesign and faculty development in undergraduate, graduate, post graduate areas. (1990)
33. British Columbia Health Educators Association. Vancouver, BC. Master Teacher Series: (1990)
 - a. Improving Instruction
 - b. Improving Evaluation.
34. Canadian Nurses Association. (1990) Workshop series (12 sites across Canada) on criterion referenced measurement applied to assessing nursing competencies
35. Baylor College of Dentistry. Workshop to design curricular improvements. (1989)
36. Dalhousie University, Department of Pediatrics. Design for an innovative Fellowship program in medical education research. (1989)
37. Royal College of Physicians and Surgeons of Canada, Planning Committee on General Pathology. Workshop on professional definition and formation of educational objectives. (1985)

38. College of Physicians and Surgeons of Ontario, Quality of Care Working Party. Design mandatory maintenance of competence program for all licensed physicians in the province. (1985)
39. McGill University, Faculty Committee on Continuing Medical Education. Workshop on planning continuing education courses for health professions. (1982)
40. Ontario Medical Association and Ontario Institute for Studies in Education. Workshop on planning continuing medical education futures. (1982)
41. Technical Assistant Data Systems (TADS), Chapel Hill, North Carolina. Provided training to improve state mental health centers' management and education capacities. (1974-1978)
42. Day Care Technical Assistance and Training System (DC/TATS), Chapel Hill, North Carolina. Provided management and educational training to state run day-care centers. (1974-1978)
43. California Title III State Project on Individualized Mastery Learning Instructional Systems. Helped design and implement a computer assisted instruction project in elementary level basic skills. (1972-1974)
44. Woodland California Unified School District. Managed the performance contract for improvements in basic skills between the School Board and the State of California. (1972-1973)
45. Berryessa Union School District, San Jose, California. Provided in-service teacher training programs. (1972)

Coaching

1. To the President (board chair) and the CEO of the Canadian Association of Radiologists (2008-2011) on the operation of the Policy Governance model in board-management relations.
2. Assistance to the successful candidate in application preparation, interview series and negotiation for a senior leadership position in a national health care information organization (2006).
3. For the Principal of a private sector management group. (2005-06) Assistance with design, analysis, interpretation, presentation of professional practice analysis for regional health authority clinical care review.
4. For the CEO of a national medical specialty organization. (2004- 06) Assistance with preparation for interaction with federal and provincial representatives, agencies and organizations.
5. For the Executive Director of a national organization in health care. (2004-05) Assistance with leadership development, governance design, management, personnel and board evaluation.
6. Assistance to the successful candidate in preparation of the application, the interview series and negotiation for a senior leadership position in a national health care research funding organization (2001).
7. National Council on Ethics in Human Research (1999- 2000). Coach on implementing operational reorganization.

Other Professional Experience

Administrative/Management

Special Assistant to the President, Canadian Association of Radiologists (2007-2008)

Acted in the CEO role while the relations with the incumbent were resolved and a replacement hired. Accomplishments during this period: implemented a new governance model throughout the organization (Board and staff side); created the first projected annual budget for the organization; established and trained the first Board; conducted the first two Board meetings; repatriated membership support functions; created an interactive web presence; moved the organization to Ottawa (organizing the search for new premises; concluding a sub-lease on the vacated premises; negotiated severances for some staff and inducements for others to move); organized and facilitated the new CEO search; trained the new CEO.

President, CurryCorp (1994 -)

This firm is an independent and self-funding group committed to the development and practice of effective and efficient management in public and private health, education and social services. We help organizations achieve strong financial performance while accomplishing critical organizational goals, without sacrificing primary social policy objectives such as equity, access and public accountability. CurryCorp is organized to assist, through research, analysis and training, public and private-sector executives, policy makers, providers, planners and managers with the development of effective and efficient short and long-range plans and decisions. Consulting experience is outlined elsewhere in this document.

Principal, Curry Adams & Associates Inc. (1990 - 1995)

This partnership evolved into CurryCorp described above.

Vice President: Research and Development, Canadian College of Health Service Executives (1988 - 1989)

Accomplished objectives included: creation of a publicly funded national program of basic research in health administration and creation of an advocacy and public policy function for the organization.

Founding and Managing Editor for Healthcare Management FORUM Gestion des soins de santé (1986-1989)

This was the first peer-reviewed Canadian journal in the field of health administration research and practice. It was created for the Canadian College of Health Services Executives, which maintains the Journal's operations to date.

Vice President: Professional Standards, Canadian College of Health Service Executives (1984-1988)

Created all programs for member Certification, maintenance of competence and senior member academic projects. Created objective systems to assess administrative skills and knowledge.

Assistant Director, Division of Continuing Medical Education, Dalhousie University (1978-1984)

Developed all research operations. Wrote, reviewed and administered all grants. Active participation in management of Division.

Director, Medical Education Unit, Dalhousie University (1980-1984)

Developed and implemented educational and measurement policy. Consultant to Associate Dean for Undergraduate Medical Education. Consultant to Undergraduate Medical Education Faculty Committee.

Program Manager, University of North Carolina, Chapel Hill (1974-1978)

Developed model interface between university and public school systems. Created, administered and delivered experimental field-based teacher and administrator pre and in-service training programs.

Data management Controller, Rand Corporation (1973)

Managed data collection operations in field section of the Public School Voucher Demonstration Program (Dan Weiler, Study Director).

Board Experience

Board Member, Interhealth Neuro-Rehabilitation International Inc. (INRI) (1997-2001)

INRI was incorporated in 1996 to package Canadian expertise in education, training and quality control for health care provider teams in the area of acquired brain injury. Business opportunities were sought internationally to develop joint ventures, other partnership arrangements or turnkey operations in this area.

Board Member, Accreditation Commission for Acupuncture and Oriental Medicine (1997-1998)

The Commission is a specialized accrediting agency recognized by the U.S. Department of Education and the U.S. Council on Higher Education Accreditation. This is the deliberative body for the assessment of compliance with established minimum educational standards for acupuncture and Oriental medicine education

programs in the U.S. The Commission was asked to include Canadian and Taiwanese programs under their purview.

**Chair, Informatics Task Force, Health Industries Sector Council,
Ministry of Health, Province of Ontario (1994 - 1995)**

Established mission, lead common purpose procurement procedure to identify a vendor group, work with vendor to establish market, create marketable services and establish services on a business basis.

**Member, Health Industries Sector Council and Health Industries
Development Corporation, Ministry of Health, Province of Ontario.
(1994 - 1995)**

Provided advice on establishing business case supports for health industries in Ontario

**Member, Interhealth Canada Ltd (ICL). Implementation Committee.
(1993 -1994)**

Fifty private and public health care organizations across Canada came together to own and operate ICL. Through its shareholders, ICL brought together under one umbrella significant expertise in all aspects of health care including the design of hospitals and the management of health care facilities in addition to the following, more general, roles and functions: market intelligence gathering, international networking, project management, marketing opportunities and administrative support. The firm was sold to an international healthcare concern in 2002.

**Vice President: American Educational Research Association Division I
(1987-1989)**

Elected to the central Governing Council of this 40,000 member international organization to represent researchers in professions and professions education. Objectives accomplished: definition of a research agenda for professions education, an interpretive history of the Division's role in the development of professions education research, a publications mentoring program for members, negotiation for a monograph series published by Jossey-Bass, a survey of members' publication success and accessibility of results.

**Program Chair, American Educational Research Association Division I
(1983-1984)**

Organized peer review and decision making for the Annual Meeting.

President, Generalists in Medical Education (1982-1983)

Responsible for early definition of the role and contribution of this new organization.

Executive Council, American Educational Research Association Division I (1981-1985)

Chair, President's Office University Review Committee for the School of Nursing, Dalhousie University (1981-1982)

Secretary, Special Resource Committee for Research in Medical Education, Association of Canadian Medical Colleges (1981-1982)

Chair, Work Group on Space Needs, Sub-Committee on Teaching and Learning, Camp Hill Hospital Planning Committee, Halifax, Nova Scotia (1979-1981)

Steering Committee, Generalists in Medical Education (1979-1985).

Instrumental in the initial establishment of this organization. Research Representative, from Dalhousie University to Group on Medical Education, American Association for Medical Colleges (1979-1984). Treasurer, American Educational Research Association, Special Interest Group on Early Education and Child Development (1978-1979)

Newsletter Editor, American Educational Research Association, Special Interest Group on Early Education and Child Development (1976-1978)

Vice President, Graduate Student Association, Stanford University, School of Education (1973-1974)

Scholarly

Ongoing research funding through competitive review processes from 1978 to the present

Regular publication in peer reviewed journals (see Publications & Presentations section, page 18).

External Reviewer (ongoing)

American Educational Research Association; British Columbia Health Research Foundation; Canadian Heart Association; Fonds pour la Formation de Chercheurs et l'Aide à la Recherche, Max Bell Foundation; Michael Smith Foundation; Health Canada; Social Sciences and Humanities Research Council.

Manuscript Reviewer (ongoing)

Allyn and Bacon; Association of University Programs in Health Administration; American Statistician; Canadian Medical Association Journal; Educational Researcher; Journal of Educational Psychology; Kluwer, Little, Brown and Company; Longmans; Review of Educational Research.

Accreditor, Accreditation Commission for Acupuncture and Oriental Medicine (1997- 2000)

Associate Professor (Honorary), School of Health Services Administration, Dalhousie University (1994-1996)

External Committee Member, University of New Mexico (1995 -1996)

Two Ph.D. students

Adjunct Professor, Department of Health Services Administration and Community Medicine, University of Alberta (1989 - 1992)

Professor, Faculty of Administration, Ottawa University (1989)

Teaching responsibility for graduate course: The Organization and Management of Hospitals.

Faculty Team Member,

Intramural training for Canadian Hospital Association Diploma courses in healthcare administration: Long Term Care Administration Course (1988, 1989), Hospital Services Management Course (1988)

Chair, Special Grants Competition: Healthcare in Transition, National Health Research and Development Program (NHRDP), Research Programs Directorate, Health and Welfare Canada (1988)

Rosenstadt Professor, Faculty of Medicine, University of Toronto (1984 - 1986)

Research focus: individual differences in cognitive skills pertinent to clinical competence.

Teaching focus: educational principles involved in continuing professional education (design, administration, and evaluation). One successful Ph.D. candidate.

Surveyor, Committee on the Accreditation of Canadian Medical Schools (CACMS), Association of Canadian Medical Schools (1985)

Associate Professor (tenured) Faculty of Medicine, Dalhousie University (1982-1984)

Research focus: measurement and program evaluation in medical quality assurance. Teaching focus: cognitive psychology, learning theory, general professional school management

Three successful Ph.D. candidates; one successful MA candidate.

Trainer, Municipal Affairs Program, Institute of Public Affairs, Dalhousie University (1981-1983).

Courses designed and delivered: Making Meetings Work (1983); Assessor's Management Seminar (1981, 1982); Instructional Techniques for Assessors (1981).

Member, National Review Committee for National Health Research and Development Program (NHRDP), Research Programs Directorate, Health and Welfare Canada (1982 - 1988)

Assistant Professor, Faculty of Medicine, Dalhousie University (1978-1982)

Research focus: measurement and program development in medical quality assurance.

Teaching focus: professional faculty development of teaching skills.

Department of Education, Mount Saint Vincent University (1980-1981).

Courses designed and delivered: Tests and Measurement in Education (1980, 1981); Learning Theory (1981); Problems in Educational Assessment (1981); Psychology of Learning (1980).

Assistant Professor, School of Education, University of North Carolina at Chapel Hill (1974-1978)

Research focus: competency measurement in pre and in-service public school teachers and administrators.

Teaching focus: educational psychology, program evaluation, teaching methods. Five successful Ph.D. candidates.

Information Manager for project administrator, Ford Foundation (1972)

Reviewed and synthesized evaluation data on foreign and domestic educational television applications (Robert Textor, Project Director).

Information Manager for project administrator, Royal Commission on Education, Federal Government of Canada (1970)

Reviewed and synthesized data analyzing the adequacy of higher education facilities in the Province of Alberta (Wallace Worth, Chairman).

Research Grants

1. Large-scale demonstration projects to improve appropriateness in use of DI and demand-side control of diagnostic imaging through computer delivered decision support.
 - a. Project 3: Systems and Behavioural Interventions in Quaternary Care Pediatric Hospital (2009-2012) Funding: Health Canada
 - b. Project 2: Family and General Practice: (2008-2009) Funding: Health Canada
 - c. Project 1: Specialist Pediatricians (2005-2008) Funding Health Canada and Manitoba Health and Healthy Living
2. College of Family Physicians of Canada (1986)

3. Royal College of Physicians and Surgeons of Canada (1986)
4. National Health Research & Development Program Grant (1985)
5. Medical Research Council (1983)
6. Nova Scotia Department of Health (1983)
7. Nova Scotia Commission on Drug Dependency (1982)
8. Canadian Heart Foundation Grant (1981)
9. Royal College of Physicians and Surgeons of Canada (1981)
10. National Health, Research and Development Program Grant (1981)
11. Provincial Medical Board of Nova Scotia. (1979)
12. Medical Society of New Brunswick. (1979)
13. Medical Council of Prince Edward Island (1979)
14. Nova Scotia Heart Foundation (1979)
15. University of North Carolina Research Council Grant (1978)
16. Spencer Young Scholars Award (1978)
17. University of North Carolina Research Council Grant (1976)

Honors

1. *Good Housekeeping Magazine*, December 1993. Award for one of 50 Best Holiday Recipes.
2. Proctor and Gamble Award for Dissertation Analysis: The Use of Factorial Design to Screen for Relevant Variables in a Matching to Sample Task (1974)
3. Canada Council Fellow (1972, 1973, 1974)

Education

Ph.D. Stanford University School of Education (1974)

- Major area: educational psychology
- Specific emphases: cognition, evaluation and research methodologies, statistics
- Dissertation: "*The Use of a Fractional Factorial Design to Screen for Relevant Variables in a Matching to Sample Task*"

B.Ed. (Honors) University of Alberta, School of Education (1970)

Permanent K-12 teaching credential

Majors in psychology, history, philosophy

Professional Development

1. Certificate in Point & Figure Methodology (technical analysis) Dorsey, Wright & Associates Broker Institute (1999)
2. Diploma in Higher Education Management. Bryn Mawr College. Higher Education Resource Services, Summer Institute for Women in Higher Education Administration. (1982)
3. Cost Analysis in Education Evaluation. American Educational Research Association. (1981)
4. Utilizing Human Resources. Dalhousie University, Institute of Public Affairs, Advanced Management Centre. (1979)

Publications & Presentations by topic

1.....	CHANGE MANAGEMENT	18
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1 **Change Management**

- 1.1 Electronic Decision Support for Diagnostic Imaging in a Primary Care Setting. (with M. Reed) *J Am Med Inform Assoc* 2011;18:267-270.
- 1.2 The effect of incorporating guidelines into a computerized order entry system for diagnostic imaging. (with S Bowen, K Johnson, M Reed and L Zhang). *J Am Coll Radiol* 2011;8:251-258.
- 1.3 Are We There Yet? Symposium summary and critique presented to the CAR Guidelines Symposium. Montreal, April 23rd, 2009
- 1.4 Setting and Maintaining the Climate for Clinical Change. Presentation (with Brie Morey, MB Health) at the invitational conference: Diagnostic Imaging: Resources for the Right Test at the Right Time. Winnipeg, September 18th, 2007.
- 1.5 Enabling Life Long Learning at Work and at School: what we would do if we really meant it. Key note address at the European Learning Styles Information Network (ELSIN). Oslo, Norway. June 14th, 2006.
- 1.6 Future Studies as a Mechanism to Catalyze Consensus and Change: Workshop presented for the Canadian Association for Continuing Health Education (CACHE). September 25, 2005: Calgary
- 1.7 Achieving Large-Scale Change in Medical Education. Chapter 33 (pages 1039-1084) in International Handbook for Research in Medical Education. Part Two. (Eds) Norman, G., van der Vleuten, C. and Newble, D. 2002. Amsterdam: Kluwer Academic Publishers. ISBN 1-4020-0466-4
- 1.8 The Fulfillment of Expectations: How Will We Know? Keynote address at the Expectations 1999 Conference for Stakeholders in the College of Medicine, University of Saskatchewan. Saskatoon, Saskatchewan. November 19th, 1999
- 1.9 Discussant for 'State of the Art' session: "Educating Tomorrow's Professionals". American Educational Research Association Annual Meeting, Montreal, April 1999.
- 1.10 Building the Educational Agenda for the 21st Century. Keynote address at the Federation International des Podologues (FIPP). Göteborg, Sweden, May, 1998
- 1.11 How to Initiate Curriculum Change in the Professions. Special address to the American Educational Research Association annual meeting. Chicago, March, 1997
- 1.12 Management Training and Development. Chapter, pgs. 763-769, in Encyclopedia of Educational Research. (6th Edition), M. Alkin (Ed.). 1992. New York: Macmillan.

- 1.13 Negotiating the Contract. Chapter 5, pgs. 41-54, in Using Consultants Successfully, J. Wergin (Ed.). New Directions for Higher Education Series. 1991. San Francisco: Jossey-Bass.
- 1.14 Diffusion of Management Competence. Address to the Ottawa University Health Management Forum. Ottawa, August 1985.
- 1.15 Processes of Curricular Change. Presented at American Educational Research Association Annual Meeting. New Orleans. April 1984.
- 1.16 The Process of Change: Models, Methods and Evaluation. Presented at the Atlantic Provinces Association for Continuing University Education, Spring Forum. Fredericton, April 1979.

2 Continuing Professional Development

- 2.1 Evaluation of Training for Decision-Making. *Training Tracts*. Spring, 1994.
- 2.2 Continuing Medical Education: the Next Steps. *Journal of the American Podiatric Medical Association*, 1993, Vol. 83, No. 6, 355-361.
- 2.3 Strategic Evaluation of Training. *Training Tracts*. Spring, 1992
- 2.4 Priority Issues in CME Show Sensitivity to Change in Canadian Health Care. (with K. Mann). *Canadian Medical Educational Journal*, 1990, Vol. 142, No. 4, 299-302.
- 2.5 Physician's Participation in Establishing Criteria for Hypertension Management in the Office: Will Patient Outcomes be Improved? (with R.W. Putnam). *Canadian Medical Association Journal*, 1989, Vol. 140, No. 7, 806-809.
- 2.6 Continuing Medical Education Research and Opportunities for the Pharmaceutical Industry. Invited address to corporate management. Boehringer Ingelheim Canada Limited. Burlington, April 1989.
- 2.7 Effects of Training in Cardiopulmonary Resuscitation on Competence and Patient Outcome. (with D. Gass). *Canadian Medical Association Journal*, 1987, Vol. 137, No. 6, 491-496.
- 2.8 Effective Delivery of Educational Messages: Impact of Changing Professional Behaviour. Keynote address to the Fifth Annual Conference of the Canadian Hospital Infection Control Association. Saint John, June 1985.
- 2.9 How Physicians Should Learn. Paul Czigler Memorial Lecture. Brockville Hospitals Joint Post Graduate Education Committee. Brockville. Ontario, April 1985.

- 2.10 Rosenstadt Public Colloquia: University of Toronto.
- May 1985: Producing Self-Directed Learners in Undergraduate Medical Education
 - April 1985: Theory and Research Evidence for a Basic Science of Education
 - February 1985: Theory and Research Evidence for the Study of Individual Differences in the Education and Performance of Professionals
 - December 1984: Quality Continuing Education: The Educational Basics (Evaluation Design & Outcome Measures)
 - November 1984: Quality Continuing Education: The Educational Basics (Program Design)
 - October 1984: Quality Continuing Education: The Educational Basics (Program Planning and Needs Assessment)
 - September 1984: Can Research in Continuing Medical Education Help Solve Today's Problems in Health Care?
- 2.11 Facing the Continuing Medical Education Challenges Posed by the New Technologies. Keynote address to the Ontario Medical Association. Toronto, November 1984.
- 2.12 Do Family Physicians Differ From Specialists? A Particular Case in CME Patterns. *Canadian Family Physician*, 1984, Vol. 30, 2405-2410.
- 2.13 Priorities for Research in Continuing Medical Education: A Canadian Perspective. (with P.A. Jennett). *Canadian Medical Association Journal*, 1984, Vol. 131, No. 7, 723-724.
- 2.14 Effect of CPR Training: Participant Competence and Patient Outcomes. (with D.A. Gass). *Proceedings of the Twenty-Third Annual Conference on Research in Medical Education (RIME)*, October 1984, 243-248.
- 2.15 Practice Audit in Professional Continuing Education. *Canadian Journal of University Continuing Education*, Special Issue, 1983, Vol. 9, No. 2, 26-37.
- 2.16 Individualized CME: The Potential and the Problems. *The Royal College of Physicians and Surgeons of Canada Annals*, 1983, Vol. 16, No. 6, 521-526.
- 2.17 What's New in CME Research: The *Nova Scotia Medical Bulletin*, 1983, Vol. 62, No. 3, 71-72.
- 2.18 Can We Improve CPR Training Programs? (with S.A. Johnson and D.A. Gass). *The Nova Scotia Medical Bulletin*, 1983, Vol. 62, No. 3, 88-89.
- 2.19 Use of CME Programs: Solo versus Group Practitioners. *Journal of Medical Education*, 1982, Vol. 57, No. 11, 870-871.
- 2.20 Physician Practice Profiles for CME: Four Investigations Into Sampling Methods. (with R.W. Putnam). *Medical Care*, 1982, Vol. 20, No. 10, 993-1000.

- 2.21 CME Use Rates for Solo versus Group Practitioners. Presented at the American Educational Research Association Annual Meeting. New York, March 1982.
- 2.22 Review of Three CME Surveys: Maritimes, Ontario and Saskatchewan. Presented at the Association of Canadian Medical Colleges Annual Meeting. Ottawa, October 1981.
- 2.23 In Choosing Continuing Medical Education: Are Specialists Different from Family Physicians? (with R.W. Putnam). Presented at the Association of Canadian Medical Colleges Annual Meeting. Ottawa, October 1981.
- 2.24 Learning Preferences and Continuing Medical Education. *Canadian Medical Association Journal*, 1981, Vol. 124, No. 5, 535-36.
- 2.25 Continuing Medical Education in Maritime Canada: The Methods Physicians Use, Would Prefer and Find Most Effective. (with R.W. Putnam). *Canadian Medical Association Journal*, 1981, Vol. 124, No. 5, 563-66 .
- 2.26 Evaluation of Continuing Education Programs. Presented the Canadian Association of University Schools of Nursing, Atlantic Region Annual Meeting. Halifax, April 1981.
- 2.27 Arzliche Fortbildung in Kanada. (with W. Josenhans). Jahrang, Heft 6, S. 244-250, 5 Februar 1981, Postverlagsort Koln . (in German)
- 2.28 The CME Research Potential in Canada and the United States: A Personal View. *Professions Education Researcher Notes*, 1981, Vol. 3, No. 2, 2-3
- 2.29 Individualization in Continuing Medical Education. *Professions Education Researcher Notes*, 1981, Vol. 3, No. 1, 4.
- 2.30 Learning Survey of Maritime Physicians: An Analysis of Comments. (with A. MacIntyre). *Nova Scotia Medical Bulletin*, 1981, Vol. 60, No. 2, 65-69.
- 2.31 Patient Care Appraisal in the Ambulatory Setting: Effectiveness as a Continuing Education Tool. (with R.W. Putnam). *Proceedings of the Nineteenth Annual Conference on Research in Medical Education (RIME)*, November 1980, 207-211.
- 2.32 Principles of Planning, Funding and Evaluation of Short Courses at Dalhousie. (with I.E. Purkis). *The Nova Scotia Medical Bulletin*, 1980, Vol. 59, No. 1, 17.
- 2.33 CME: Now We Need to Hear from You. (with R.W. Putnam). *The Nova Scotia Medical Bulletin*, 1979, Vol. 58, No. 3, 104-105.
- 2.34 Future Developments in CME at Dalhousie. (with R.W. Putnam). *The Nova Scotia Medical Bulletin*, 1979, Vol. 58, No. 4, 139-140.

- 2.35 CME Use Rates for Solo versus Group Practitioners. Presented at the American Educational Research Association Annual Meeting. New York, March 1982.
- 2.36 Review of three CME Surveys: Maritimes, Ontario and Saskatchewan. Presented at the Association of Canadian Medical Colleges Annual Meeting. Ottawa, October 1981.
- 2.37 In Choosing Continuing Medical Education: Are Specialists Different from Family Physicians? (with R.W. Putnam). Presented at the Association of Canadian Medical Colleges Annual Meeting. Ottawa, October 1981.
- 2.38 Learning Survey of Maritime Physicians. Presented at the Association of Canadian Medical Colleges Annual Meeting. Winnipeg, October 1980.
- 2.39 The Planning, Funding and Evaluation of Short Courses in CME. Presented at the Association of Canadian Medical Colleges Annual Meeting. Ottawa, October 1979.
- 2.40 An Alternative Model of Teacher Education through Cooperation among Universities, School Systems and State Departments of Education. Presented at the North Carolina Association for Research in Education Annual Meeting. Raleigh, May, 1976.

3 Healthcare

- 3.1 Electronic decision support for diagnostic imaging in a primary care setting. (with M. Reed). J Am Med Inform Assoc 2011;18:267-270.
- 3.2 The effect of incorporating guidelines into a computerized order entry system for diagnostic imaging. (with S Bowen, K Johnson, M Reed and L Zhang). J Am Coll Radiol 2011;8:251-258.
- 3.3 Manitoba Demonstration Project in DI Decision Support: Project Overview. Presentation (with M. Reed, K. Johnson) at the invitational conference: Diagnostic Imaging: Resources for the Right Test at the Right Time. Winnipeg, September 18th, 2007.
- 3.4 Demand-Side Control of Diagnostic Imaging Through Electronic Clinical Decision Supports: a pilot using appropriateness guidelines. Canadian Association of Radiologists. October, 2005
http://www.car.ca/uploads/nb_approp_051005_finaldraft.pdf
- 3.5 Imaging the Future of Radiology:. Canadian Association of Radiologists. April 2004.
http://www.car.ca/uploads/about/imaging_future_final.pdf

- .pdf files are available on each of the following sections:
- Environmental Scan
 - Stakeholder Choices Among Change Drivers
 - Identify Technology Drivers
 - Gather Input from Other Stakeholders
 - Develop Alternate Scenarios of the Future
 - Collect Information and Develop Consensus on the Scenarios
 - Action Plan
- 3.6 Optimizing Benefits of Biotechnology: a summary and synthesis with recommendations from the CBAC Workshop on Health Innovations and Institutions. The Canadian Biotechnology Advisory Committee. Ottawa, March 2003.
 - 3.7 Supporting Self-Reliance and Continuous Improvement in Health Reform: a rationale for the Management Effectiveness Programme (MEP). World Health Organization. Department of Organization for Health Services Delivery. 2001.
 - 3.8 Review of Factors Affecting Manpower Planning for Canadian Obstetricians and Gynecologists. Special address to the Society of Obstetricians and Gynecologists of Canada. Calgary, June 1995.
 - 3.9 Possible Development Directions for the Profession of Pharmacy. Keynote address to the Association of Deans of Pharmacy. Ottawa, November 1995.
 - 3.10 Outcomes Assessment in the Professions: The Case of Mandating Assessment of Critical Thinking Outcomes for all Nursing Programs. Presented at the American Educational Research Association Annual Meeting. San Francisco, April 1995.
 - 3.11 The Pursuit of Excellence and Relevance in Nursing Education. Keynote address to the University of Alberta, Faculty of Nursing Conference. Banff, April 1995.
 - 3.12 Collaboration Between School and Field Leaders for the Future of Nursing. Keynote address to the Opening Celebrations, McGill University School of Nursing 75th Anniversary. Montreal, January 1995
 - 3.13 *International Healthcare Systems: Models of Financing and Reimbursement.* (with R. Deber and O. Adams). (Pgs: 76 - 91) Proceedings of the Fifth Canadian Conference on Health Economics, 1994. J. A. Boan (Ed.) Regina: Canadian Plains Research Center, University of Regina
 - 3.14 *Shared Decision-Making and Shared Responsibility: A made in Canada Solution.* (With O. Adams and A. Proulx). (Pgs: 59 - 75) Proceedings of the Fifth Canadian Conference on Health Economics, 1994. J. A. Boan (Ed.) Regina: Canadian Plains Research Center, University of Regina

- 3.15 Educating Professionals for the 21st Century. Concurrent session at the National Conference on Nursing Administration. Ottawa, October 1994.
- 3.16 Contrasting Methods of Curricular Coordination in University Faculties of Law, Medicine, Nursing and Social Work. Presented at the American Educational Research Association Annual Meeting, New Orleans, April 1994.
- 3.17 The Tides, the Waves and the Tsunami of Health Care Reform. Presented at the a special planning session sponsored by Eli Lilly Canada, Inc., Glaxo Canada, Inc., Merck Frosst Canada, Inc., and Rhône-Poulenc Rôrer Canada, Inc. Halifax, March 1994.
- 3.18 The Next Five Years: Health Care Reform and Health Administration. Sponsored by the Canadian College of Health Service Executives. Halifax, October 1993.
- 3.19 The Professions Involved in New Reproductive Technologies: Their present and future numbers, training and improvement in competence. Chapter 3, pages 117-272, in Treatment of Infertility: Assisted Reproductive Technologies, Volume 9 of the Research Studies. Royal Commission on New Reproductive Technologies. 1993. Ottawa: Minister of Supply and Services, Canada.
- 3.20 *The Health Encounter Card Pilot Project: An innovation in health care* (with C.A. Woodward). Chapter 4, pgs. 53-71, in Health Care Innovation, Impact and Challenge, S.M. Davis (Ed.). 1992. Kingston, ON: Queen's University Schools of Public Administration and Policy Studies.
- 3.21 The Changing Face of Healthcare. Keynote address to the Fifth Annual Interdisciplinary Symposium, Riverside Hospital. Ottawa, November 1992.
- 3.22 Critical Indicators for Quality in Dietetic Practice: How Critical? How Indicative? Keynote address to the Canadian Dietetic Association Annual Conference. Victoria, British Columbia, June 1992.
- 3.23 Allocation Decisions as Applied Ethics. Presented to the Ontario College of Family Physicians Annual Scientific and Business Meeting. Toronto, November 1991.
- 3.24 The Professions' Role in Shaping Their Own Futures. Presentation to the College of Physicians and Surgeons of Saskatchewan Annual Meeting. Saskatoon, November 1991.
- 3.25 Beyond Quality Assurance. Keynote address to the Canadian Dietetic Association Annual Meeting. St. John, June 1991.
- 3.26 University of British Columbia School of Family and Nutritional Sciences. Vancouver, April 1990. Training program sections:
 - Knowing You've Made a Difference: Outcomes Research

- Program Evaluation versus Research
 - Evaluation: So What?
 - Evaluating Satisfaction and Problem Solving
- 3.27 Identification of Functionally Necessary Knowledge and Skills in the Practice of Canadian Healthcare Management. *The Journal of Health Administration Education*, 1989, Vol. 7, No. 1, 47-69.
- 3.28 Executive Performance Appraisal. Invited address to University of Toronto Health Administration Program. Toronto, March 1989.
- 3.29 Application of the Statement of Professional Competencies for Canadian Healthcare Executives. Presented at the 14th Annual Health Administration Forum. Ottawa, August 1988.
- 3.30 Defining and Applying Management Competence. Invited address to the American University Programs of Health Administration Annual Meeting. Washington D.C. April 1988.
- 3.31 Clinical Teaching and Learning. The George Hare Memorial Lecture. Canadian Academy of Endodontics. Toronto, October 1987.
- 3.32 Effects on Professional Behaviour and Client Outcomes of Participation in Audit Criteria Selection. Presented at the American Educational Research Association Annual Meeting. San Francisco, April 1986.
- 3.33 Is There a Problem with Benzodiazepine Prescribing in Maritime Canada? (with I. Sketris, M. MacCara, and I. Purkis). *Canadian Family Physician*, 1985, Vol. 31, 1591-1596.
- 3.34 Filing Reprints: Can Office Staff Help? (with R.W. Putnam and D.A. Gass). *Canadian Family Physician*, 1985, Vol. 31, 1373-1374.
- 3.35 Postgraduate Training Route and Content of Subsequent Practice. *Canadian Family Physician*, 1985, Vol. 31, 1417-1420.
- 3.36 Impact of Patient Care Appraisal on Physician Behaviour in the Office Setting. (with R.W. Putnam). *Canadian Medical Association Journal*, 1985, Vol. 132, No. 9, 1025-1029.
- 3.37 Survey of Postgraduate Training for Family Practice. (with C. Woodward). *Canadian Medical Association Journal*, 1985, Vol. 132, No. 4, 345-349.
- 3.38 Thoughts on the Maintenance of Professional Competence. Address to the College of Physicians and Surgeons of Ontario. Toronto, June 1985.
- 3.39 The Crises in Competence: The Professions become Accountable. Rosenstadt Public Lecture: University of Toronto. Toronto, February 1985.

- 3.40 Analysis of Practice Patterns: Differences in Primary Care Practice by Post Graduate Training Route. *Proceedings of the Twenty-Third Annual Conference on Research in Medical Education (RIME)*, October 1984, 147-151.
- 3.41 Physician's Evaluation of Their Postgraduate Education for Primary Care. (with C.A. Woodward). *Proceedings of the Twenty-Third Annual Conference on Research in Medical Education (RIME)*, October 1984, 152-157.
- 3.42 Determining Appropriate Post Graduate Education for Primary Care Physicians in Canada: A Policy Problem. Presented to the Canadian Evaluation Society Annual Meeting. Ottawa, May 1984.
- 3.43 Physicians' and Nurses' Retention of Knowledge and Skill after Training in Cardiopulmonary Resuscitation. (with D.A. Gass). *Canadian Medical Association Journal*, 1983, Vol. 128, No. 5, 550-551.
- 3.44 The Effect of Sex on Physician Work Patterns. *Proceedings of the Twenty- Second Annual Conference on Research in Medical Education (RIME)*, November 1983, 144-148.
- 3.45 The Effect of Sex on Physician Work Patterns. Invited presentation to Faculty of Continuing Education, University of Calgary. Calgary, May 1983.
- 3.46 Preliminary Analysis of Gender Differential in Current Maritime Medical Manpower. Invited presentation to the Division of Social and Preventive Medicine, Faculty of Medicine, University of Manitoba. Winnipeg, February 1983.
- 3.47 The Content of Family Practice: Do We Need More Studies? (with K. MacIntyre). *Canadian Family Physician*, 1982, Vol. 28, 124-126.
- 3.48 Patient Care Appraisal. (with R.W. Putnam). Presented at the Association of Canadian Medical Colleges Annual Meeting. Winnipeg, October 1980.
- 3.49 Investigation in CPR Training. *Proceedings of the Nineteenth Annual Conference on Research in Medical Education (RIME)*, November 1980, 189-193.
- 3.50 Physician Practice Profiles. (with R.W. Putnam). *Proceedings of the Eighteenth Annual Conference on Research in Medical Education (RIME)*, November 1979, 270-275.

4 Higher Education

- 4.1 Maximizing Your Leadership Potential: A Two-Part IAMSE Webcast Audio Seminar Series. (with Jack R. Scott, Jeffrey A. Morzinski,

Patricia S. O'Sullivan, Paula Bartholome, Thomas R. Viggiano, Michael D. Lumpkin,, Nehad El-Sawi, Franklin J. Medio, Elza Mylona, Alison H. Lintner, Stephen P. Bogdewic, Thomas Schmidt). Published in *Journal of the International Association of Medical Science Educators*; vol 18, No 2, 2008: 71-75.

- 4.2 Everyone can be (must be) an Influential (and Effective) Leader. International Association of Medical Science Educators, Webcast Audio Seminar series, Spring 2007: March 20th, 2007.
- 4.3 Learner Centered Education: a Webcast audio seminar series for Spring 2005 (with Michaelson, V; Norman, G; Dannefer, E.; Robbins, L.; Pelley, J.; and Chauvin, S.) Submitted to JIAMSE in June 2006
- 4.4 Education, Certification and Accreditation in a World without Borders. Opening address to the General Assembly of Accreditation Sponsors, sponsored by the Canadian Medical Association. Ottawa: April 3rd, 2005.
- 4.5 Implementing the Curriculum (Section Editor for Section 6: chapters 28 – 33). Introduction on pages 1193 – 1196. International Handbook for Research in Medical Education (Eds) Norman, G., van der Vleuten, C. and Newble, D. 2002. Amsterdam: Kluwer
- 4.6 The Educational Enhancement Project: Implication for Faculty Development, Curriculum Development and Competency Testing. Special address to the Conference on Podiatric Graduate Medical Education: Preparing for the 21st Century. Alexandria, VA. October 1997
- 4.7 Expanding Scholarship in the Professions: how to get started. Special address to the International Association for Dental Research annual meeting. Orlando, FL March 1997
- 4.8 Crossing Boundaries: Deliberating Professional Identity and Curricula across the Professions. Special address to the American Educational Research Association annual meeting. Chicago, March 1997
- 4.9 Improving Professional Education (with J. Wergin). Chapter 16 (pages 341-358) in Handbook of the Undergraduate Curriculum: a comprehensive guide to purpose, structures, practices and change. 2nd Edition. G. Gaff and J. Ratcliff (Eds). 1996. San Francisco: Jossey-Bass
- 4.10 Podiatric Educational Enhancement Project: a project overview. *Journal of the American Podiatric Medical Association*, 1996, Vol. 86, No. 8, 361-363
- 4.11 Facilitated Deliberative Inquiry (FDI) as a Method to Detect and Consider Unintended Curricular Processes or Outcomes. Presented at the American Educational Research Association Annual Meeting. New York, April 1996.

- 4.12 Active Learning, Active Teaching. Special address to the Extension Division, University of Saskatchewan. January 1996
- 4.13 Curriculum Reform and Manpower Planning. Special address to the Association of Deans of Pharmacy of Canada. November, Ottawa 1995.
- 4.14 Use of "Deliberative Inquiry" as a Curriculum Review Process. Presented at the American Educational Research Association Annual Meeting. New Orleans, April 1994.
- 4.15 Educating Professionals: Responding to new expectations for competence and accountability (with J. Wergin). 1993. San Francisco: Jossey-Bass. (Won an award for the Best 1993 Publication in Professions Education from the American Educational Research Association, Division I).
- 4.16 Preparing for Accreditation: An Opportunity for Faculty Development and Curriculum Renewal (with B. Fried and R. McQueen). *Journal of Health Administration Education*, 1992, Vol. 10, No. 3, 491-507.
- 4.17 Deliberative Curriculum Inquiry and Its Application in the Education of Health Service Administrators. *Journal of Health Administration Education*, 1992, Vol. 10, No. 3, 519-526.
- 4.18 Book review: Philosophical Foundations of Health Education (1990). Laura, R.S. and Heaney, S. New York: Routledge, Champion and Hall. *The Journal of Educational Thought*, 1992, Vol. 26, No. 1, 79-81.
- 4.19 Joint Case Writing: Maintaining the Validity and Relevance of Training in Healthcare Administration. (with B. Fried). *The Journal of Health Administration Education*, 1989, Vol. 7, No. 2, 274-294.
- 4.20 Projections to the Year 2000: Implications for professions education and research. *Professions Education Researcher Notes*, 1989, Vol. 11, No. 1, pages 3-9.
- 4.21 Projections to the Year 2000: Implications for Professions Education and Research. Invited address to the American Educational Research Association Meeting. San Francisco. March 1989.
- 4.22 Towards a theory of curriculum evaluation for medical education. (with A. Rothman and G. Feletti) pgs. 91-98. In Essays on Curriculum Development and Evaluation in Medicine, G. Page (Ed.). 1989. Vancouver: University of British Columbia.
- 4.23 Theory for curricular development in medical education. (with R. Bridgham, P. Bashook, T. Bury, A. Chalmers, C. Coles and J. Craig). pgs. 9-19. In Essays on Curriculum Development and Evaluation in Medicine, G. Page (Ed.). 1989. Vancouver: University of British Columbia.

- 4.24 Barriers and Facilitators of Research. Edited and critiqued remarks presented by Dill, D., Bashook, P. and McGuire, C. at the Annual Meeting of the American Educational Research Association, San Francisco, April 1986. *Professions Education Researcher Notes*, 1986, Vol. 8, No. 2, 9-14.
- 4.25 What You Find Is What You Look for. *Professions Education Researcher Notes*, 1985, Vol. 7, No. 2, 13-16.
- 4.26 Computerization of Undergraduate Medical Curriculum Content. (with P. Dolphin, R. Bowden, S. Farrell, and S. Britton). *Medical Education*, 1984, Vol. 18, No. 2, 71-74.
- 4.27 Lecturing: Good and Poor Models. Training Trigger Videotape. 1984. Produced and distributed by Dalhousie University Medical School Media Centre.
- 4.28 Two New Educational Psychology Texts for an Already Crowded Market. *Contemporary Psychology*, 1983, Vol. 28, No. 2, 154-156.
- 4.29 Ethics in Undergraduate Medical Education. Presented at the Association of Canadian Medical Colleges Annual Meeting. Winnipeg, October 1983.
- 4.30 Communication Skills in Undergraduate Medical Education. Presented at the Association of Canadian Medical Colleges Annual Meeting. Winnipeg, October 1983.
- 4.31 Lessons from a Competency Based Administrative Internship That Works. (with T. Turner). *Phi Delta Kappan*, 1982, Vol. 63, No. 7, 491-492.
- 4.32 Effects of Absence Leave on Medical School Graduates. (with S.C. Robinson and J. Ervine). Presented at the Association of Canadian Medical Colleges Annual Meeting. Winnipeg, October 1980.
- 4.33 Teacher Centers as University/District Collaboratives. *Phi Delta Kappan*, 1980, Vol. 61, No. 9, 631.
- 4.34 The Future of Teacher Training: A North Carolina Model. Newsletter published by the Institute for Research in Social Sciences, University of North Carolina, 1978.
- 4.35 *Educational Psychology* (with J. Gaa). Independent Study by Extension. 1976. Chapel Hill: University of North Carolina
- 4.36 Women in Education: A Survey of Needs. Data and discussion published by Phi Delta Kappa, Stanford University Chapter, 1973.

5 **Learning Style**

- 5.1 Livslang læring @ arbejde og @ skol. Chapter 8 in *ILæring og Læringsstile: om unikke og fælles veje I pædagogikken*. Knoop, H.H; Lassen, L. M. and Boström, L. Dansk Psykologisk Forlag. 2007 (in Danish)
- 5.2 Enabling Life Long Learning at Work and at School: what we would do if we really meant it. Key note address at the European Learning Styles Information Network (ELSIN). Oslo, Norway. June 14th, 2006.
- 5.3 Overview of Learning Style in Medical Education. Webcast for the International Association of Medical Science Educators (IAMSE). April 5th, 2005. http://www.iamse.org/development/2005/was_curry.htm
- 5.4 Learning Styles Developments in Continuing Education for Physicians. Chapter 19 in *Cognitive Science: Contributions to Educational Practice*. M.L. Languis, P.J. Naour, D.J. Martin and J.J. Buffer (Eds.). In press. Philadelphia: Gordon and Breach.
- 5.5 Individual differences in cognitive style, learning styles and instructional preferences in medical education. Chapter 8 (pages 263-276) in *International Handbook for Research in Medical Education Part One*. (Eds) Norman, G., van der Vleuten, C. and Newble, D. 2002. Amsterdam: Kluwer Academic Publishers. ISBN 1-4020-0466-4
- 5.6 The Perfect Learner: an expert debate on learning styles. (contribution as an 'expert'). *Training*, May 2002, pages 28-36.
- 5.7 Review of Learning Style, Studying Approach and Instructional Preference Research in Medical Education. Chapter 9 (pages 239 – 276) in *International Perspectives on Individual Differences* (Eds) Riding, R and Rayner S. 2000. Stamford, Connecticut: Ablex Publishing Corporation
- 5.8 Cognitive and Learning Styles in Medical Education. *Academic Medicine*, 1999, Vol. 74, No. 4, 409-413.
- 5.9 Review of Learning Styles Concepts, Measurements and Utilities. Invited presentation to the Educational Technology Program, Department of Education, Concordia University. Montreal, February 1993.
- 5.10 Patterns of learning style across selected medical specialties. *Educational Psychology*, 1991, Vol. 11, No. 3/4, 247-277.
- 5.11 Critique of the Research on Learning Styles. *Educational Leadership*, 1990, Vol. 48, No. 2, 50-56. Reprinted in *Educational Psychology*, Annual Editions, 1992 and 1993. Dushkin Publishing Group, Inc. Guilford, CT

- 5.12 Learning Styles in Secondary Schools: A review of instruments and implications for their use. 1990. Madison, WI: National Centre on Effective Secondary Schools.
- 5.13 Assessing Educational Outcomes, and Individual Teaching Style Evaluation. Workshop for the American Association of Endodontists at the 65th Annual Session of the American Association of Dental Schools. Montreal, March 1988.
- 5.14 Integrating Concepts of Cognitive or Learning Style: A review with attention to psychometric standards. (The Curry Report) The Learning Styles Network, Centre for the Study of Learning and Teaching Styles. 1987. Jamaica, New York: St. John's University.
- 5.15 Learning Style in Continuing Medical Education. 1983. Ottawa, ON: Canadian Medical Association.
- 5.16 An Organization of Learning Styles, Theory and Constructs. *ERIC Document* No: ED235-185, 1983.
- 5.17 An Organization of Learning Styles Theory and Constructs. Presented at American Educational Research Association Annual Meeting. Montreal, April 1983. Published as an ERIC document #235-185.
- 5.18 Learning Styles Developments in Continuing Education for Physicians. Presented at the Cognitive Sciences and Educational Practice Conference. Columbus, Ohio July 1982.
- 5.19 Learning Preferences of Specialists. (with I.E. Purkis). *The Royal College of Physicians and Surgeons of Canada Annals*, 1982, Vol. 15, No. 5, 407-414.

6 Measurement

- 6.1 Use of Outcome and Quality Indicators in Program Development and Review. Invited presentation to the American Association of University Programs in Health Administration, Annual Meeting. Atlanta, April 1993.
- 6.2 Definition and Measurement of Clinical Competence. Presented to the Canadian Academy of Endodontics, Department Heads group. Toronto, October 1987.
- 6.3 Group Decision Processes in Setting Cut-off Scores. Presented at the American Educational Research Association Annual Meeting. Washington, D.C. April 1987.
- 6.4 Validity of Self-Reports of Behavior Changes by Participants after a CME Course.(with I. Purkis). *Journal of Medical Education*, July 1986, Vol. 61, 579-584.

- 6.5 Measurement of Competence. Address to the College of Physicians and Surgeons of Ontario. Toronto, June 1985.
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- 6.7 Use of Objective Structured Clinical Examinations (OSCE) to Assess Clinical Competence. *Proceedings of the Twenty-Third Annual Conference on Research in Medical Education (RIME)*, October 1984, 407-412.
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