LEAVING OUR MARK
2014-2015
ANNUAL REPORT
VISION
Striving for the highest level of medical care for Canadians through excellence in evaluation of physicians.

MISSION
With the key stakeholders, the Medical Council of Canada:

• Develops, validates and implements tools and strategies to evaluate physicians’ competence;
• Maintains a national registry of physicians and their qualifications throughout their professional careers
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The Medical Council of Canada (MCC) is an important national organization playing a key role in the assessment of physicians. The MCC grants a qualification in medicine known as the Licentiate of the Medical Council of Canada (LMCC) and is responsible for maintaining the Canadian Medical Register. The MCC’s mission and vision are clearly defined and its strategic goals speak to innovation, excellence and vigilance. All MCC staff, committee and Council members show great dedication to contributing to Canada’s health-care system.
In recent years, the Medical Council of Canada (MCC) has seen a significant revitalization of its examination practices, thanks to the Assessment Review Task Force (ARTF) and related efforts. In 2014-2015, the MCC has undoubtedly left its mark on the medical education and assessment community, on applicants and candidates, and ultimately on the Canadian public. Understanding the evolving health-care landscape continues to be essential to maintaining the relevance and integrity of the MCC’s role in the medical community. The new blueprint, scheduled for release in 2018, is just one of the many consultative initiatives being pursued by the MCC. The MCCQE Part I International project was launched; various exciting technologies were piloted and the MCC Automated Item Generation and Scoring Aggregator shaped new exam content creation and scoring processes.

Among the various considerations that MCC must address so as to remain aligned with Canadian core values, is moving from point-in-time assessments to the in-practice over-time assessment of physicians. Similarly, while seamless exam execution has become the norm, Canadian expectations, with regards to the competence, professionalism, and cultural integration of physicians, have evolved, and are now being viewed as fundamental to our national health-care system.

The MCC plays a unique and important leadership role within the Canadian health-care system. Through the National Assessment Collaboration Practice Ready Assessment, and by offering a centralized portal for the application for medical registration, the MCC has made solid pan-Canadian progress. The future holds tremendous promise as the MCC strives for greater consistency across the country, as well as for enhancements in the delivery of medical assessments that benefit all Canadians.

It has been an honour to serve as President of the MCC over these past two years. With the commitment of our Council members, test committee members and the dedication of the people who work at the MCC, we will continue to serve a fundamental need of our public health-care system.
It has been an exciting, fast-moving and rewarding year, made possible thanks to an extremely committed professional staff, and the tremendous goodwill and cooperation of our partner organizations, as well as the many volunteers on our Executive Board, Council, committees, working groups and faculty across the country.”

Since 2011, the MCC Assessment Review Task Force has directed strategic activity as we steadily deliver on its recommendations. These recommendations not only align with other Canadian initiatives such as the Future of Medical Education project, CanMeds 2015 and the CFPC’s triple C curriculum but are also demonstrating future directions for assessment in Canada and abroad.

A message from the CEO
Dr. Ian Bowmer
Our Council members are asked to participate in a wide range of activities. With the advent of our new Blueprint, which will significantly mark how MCC assesses candidates into the future, MCC extends its sincere thanks and recognition to Council members for their insightful contributions and guidance.
### Executive Board

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Ms. Nancy MacBeth</td>
</tr>
<tr>
<td>Vice-President</td>
<td>Dr. Karen Shaw</td>
</tr>
<tr>
<td>Past-President</td>
<td>Dr. Michael L. Marrin</td>
</tr>
<tr>
<td>Chair of Finance</td>
<td>Dr. Heidi Oetter</td>
</tr>
<tr>
<td>Members</td>
<td>Dr. Cyril Moyse, Dr. Joyce Pickering, Dr. Theresa Farrell</td>
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### Members at Large

<table>
<thead>
<tr>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Rose Carter</td>
</tr>
<tr>
<td>Ms. Nancy MacBeth</td>
</tr>
<tr>
<td>Ms. Gwen Haliburton</td>
</tr>
<tr>
<td>Mr. Brian Mazer</td>
</tr>
<tr>
<td>Ms. Andrée Robichaud</td>
</tr>
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</table>
## Council and Committee Membership

### Medical Regulatory Authorities of Canada members

<table>
<thead>
<tr>
<th>Province</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Newfoundland</td>
<td>Dr. Linda Inkpen Dr. William Moulton</td>
</tr>
<tr>
<td>Prince Edward Island</td>
<td>Dr. Cyril A. Moyse Dr. Geraldine Johnston</td>
</tr>
<tr>
<td>Nova Scotia</td>
<td>Dr. Douglas Grant Dr. William Lowe</td>
</tr>
<tr>
<td>New Brunswick</td>
<td>Dr. Edmund G.A. Schollenberg Dr. John C. McCrea</td>
</tr>
<tr>
<td>Quebec</td>
<td>Dr. Anne-Marie MacLellan Dr. Markus C. Martin</td>
</tr>
<tr>
<td>Ontario</td>
<td>Dr. Rocco Gerace Dr. Dennis Pitt</td>
</tr>
<tr>
<td>Manitoba</td>
<td>Dr. William Pope Dr. Robert Menzies</td>
</tr>
<tr>
<td>Saskatchewan</td>
<td>Dr. Karen Shaw Dr. Edward Tsoi</td>
</tr>
<tr>
<td>Alberta</td>
<td>Dr. Trevor Theman Dr. Karen Mazurek</td>
</tr>
<tr>
<td>British Columbia</td>
<td>Dr. Heidi Oetter Dr. A. Jack Burak</td>
</tr>
<tr>
<td>Yukon Territory</td>
<td>Dr. Robert Zimmerman</td>
</tr>
<tr>
<td>Northwest Territories</td>
<td>Dr. Theresa Farrell Dr. Bing Guthrie</td>
</tr>
<tr>
<td>Nunavut</td>
<td>Dr. W. Alexander Macdonald Dr. Patricia DeMaio</td>
</tr>
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</table>
# Council and Committee Membership

<table>
<thead>
<tr>
<th>Student &amp; resident members</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Student</strong></td>
<td><strong>Ms. Cynthia Min</strong></td>
</tr>
<tr>
<td><strong>Mr. Charles Litwin</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Ms. Cynthia Min</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Dr. Arun Jagdeo</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Dr. René Wittmer</strong></td>
<td></td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Faculty of medicine members</th>
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<tr>
<td><strong>Memorial</strong></td>
<td><strong>McMaster</strong></td>
</tr>
<tr>
<td><strong>Dr. Cathy Vardy</strong></td>
<td><strong>Dr. Michael L. Marrin</strong></td>
</tr>
<tr>
<td><strong>Dalhousie</strong></td>
<td><strong>Western Ontario</strong></td>
</tr>
<tr>
<td><strong>Dr. Simon Field</strong></td>
<td><strong>Dr. Chris Watling</strong></td>
</tr>
<tr>
<td><strong>Laval</strong></td>
<td><strong>Northern Ontario</strong></td>
</tr>
<tr>
<td><strong>Dr. Claire Hudon</strong></td>
<td><strong>Dr. David Musson</strong></td>
</tr>
<tr>
<td><strong>Sherbrooke</strong></td>
<td><strong>Manitoba</strong></td>
</tr>
<tr>
<td><strong>Dr. Daniel Côté</strong></td>
<td><strong>Dr. Bruce Martin</strong></td>
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<tr>
<td><strong>McGill</strong></td>
<td><strong>Saskatchewan</strong></td>
</tr>
<tr>
<td><strong>Dr. Joyce Pickering</strong></td>
<td><strong>Dr. Grant Stoneham</strong></td>
</tr>
<tr>
<td><strong>Montreal</strong></td>
<td><strong>Alberta</strong></td>
</tr>
<tr>
<td><strong>Dr. Geneviève Grégoire</strong></td>
<td><strong>Dr. Kent Stobart</strong></td>
</tr>
<tr>
<td><strong>Ottawa</strong></td>
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<tr>
<td><strong>Dr. Melissa Forgie</strong></td>
<td><strong>Dr. Sylvain Coderre</strong></td>
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<td><strong>Queen’s</strong></td>
<td><strong>British Columbia</strong></td>
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<tr>
<td><strong>Dr. Anthony Sanfilippo</strong></td>
<td><strong>Dr. Bruce Wright</strong></td>
</tr>
<tr>
<td><strong>Toronto</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Dr. Jay Rosenfield</strong></td>
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Throughout 2014-2015, MCC employees worked at full capacity on the many projects initiated as a result of the Assessment Review Task Force (ARTF) report, and as part of the expansion of services offered through the physiciansapply.ca portal. Every medical school graduate who wishes to practise medicine in Canada will interact with the MCC. What better way to leave a MARK on each of these aspiring professionals than by offering state-of-the-art assessments, and launching a positive user experience and offering relevant and easy-to-use tools.
Using the physiciansapply.ca portal and its French equivalent inscriptionmed.ca, candidates are able to:

- apply for MCC examinations
- view and share examination results
- store and share medical credentials
- submit requests for source verification
- request the translation of medical credential documents
- complete and submit an application for medical registration to Canadian medical regulatory authorities (MRAs)

The MCC has progressively onboarded MRAs to the application of medical registration and has been receiving positive user acceptance. It is anticipated that the majority of provinces and territories will be utilizing the application by the end of 2016.
The MCC prepares for streamlined and equitable assessment for foreign-trained physicians. The delivery of a more flexible, international version of the MCCQE Part I including the development of new tools for exam development and administration is currently being designed. Transformation of the existing MCCQE Part I aims to provide international medical graduates (IMGs) with the opportunity to directly access this critical component of the assessment process prior to their arrival in Canada. The MCCQE Part I International will be administered four to five times a year in Canada and in 80 countries abroad, thus making it accessible to more candidates worldwide.

**Blueprint Project**

The implementation of the new Blueprint has required the pursuit of a number of concurrent activities. Test committee meetings have been increased to develop new examination questions. MCC staff led exploratory work to develop new OSCE content, and design stations with new item types, which is expected to enable improved measurement of the non-cognitive skill domains (e.g. professionalism, communication).
Item banks

Currently, the MCC has five separate and distinct applications used to manage examination content. MCC is redesigning the item banks and combining elements into a single integrated system – MOC5. This new system will include the creation, development, maintenance and tracking, of examination content, and generation of test forms.

MARKing and scoring

In November 2014, following a successful pilot trial, the MCC officially launched the Aggregator. This computer program automates the scoring process for Clinical Decision Making (CDM) short write-in questions by aggregating write-in answers. The new tool enables those involved in scoring MCC exams to MARK many answers at once, as well as to identify responses that are obvious outliers.
Automated item generation

Since early 2014, the MCC has been working on the development and application of Automated Item Generation (AIG) which takes advantage of cognitive maps to build platforms upon which large numbers of items on a particular topic can be rapidly generated. Exam content generated using AIG is then vetted by MCC test committees and piloted. So far, the AIG items have been indistinguishable from those items developed by test committees. Not only will the AIG enhance MCC operations, it also demonstrates the innovation and leadership for which MCC has become known worldwide.

New Building

This fiscal year, the MCC prepared for construction of its new headquarters. The Planning Committee met weekly to review all aspects of the building, such as the design, materials, security, timelines, function, appearance and internal organization. The new building will be a testament to the evolution of 100+ years of service and to the growing complexity of demands from the medical education and assessment community. It is being designed to better meet these evolving needs and to house MCC’s expanding assessment expertise.
EXAMINATION STATISTICS

<table>
<thead>
<tr>
<th></th>
<th>2012 # tested</th>
<th>Pass rate (%)</th>
<th>2013 # tested</th>
<th>Pass rate (%)</th>
<th>2014 # tested</th>
<th>Pass rate (%)</th>
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<td>1st time takers</td>
<td>3155</td>
<td>86</td>
<td>3173</td>
<td>84</td>
<td>3247</td>
<td>76</td>
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<tr>
<td>Repeat takers</td>
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<td>46</td>
<td>494</td>
<td>45</td>
<td>589</td>
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<tr>
<td>total</td>
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<td>81</td>
<td>3667</td>
<td>79</td>
<td>3836</td>
<td>70</td>
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<td>1st time CMG* takers</td>
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<td>98</td>
<td>2640</td>
<td>99</td>
<td>2781</td>
<td>98</td>
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<td>Repeat CMG* takers</td>
<td>50</td>
<td>72</td>
<td>45</td>
<td>78</td>
<td>74</td>
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<td>total</td>
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<td>97</td>
<td>2685</td>
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<td>1st time IMG** takers</td>
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<td>1873</td>
<td>64</td>
<td>1666</td>
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<tr>
<td>Repeat IMG** takers</td>
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<td>31</td>
<td>980</td>
<td>31</td>
<td>976</td>
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<td>total</td>
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<td>5540</td>
<td>75</td>
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<td>1st time CPG† takers</td>
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<td>96</td>
<td>2485</td>
<td>95</td>
<td>2610</td>
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<td>Repeat CPG† takers</td>
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<td>125</td>
<td>81</td>
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<td>total</td>
<td>3830</td>
<td>94</td>
<td>3610</td>
<td>94</td>
<td>4062</td>
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<td>1st time IPG†† takers</td>
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<td>1st time MPG††† takers</td>
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<tr>
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<td>57</td>
<td>130</td>
<td>61</td>
<td>152</td>
<td>51</td>
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<tr>
<td>total</td>
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<td>74</td>
<td>4240</td>
<td>77</td>
<td>5471</td>
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Number of Licentiates issued

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<tbody>
<tr>
<td>3091</td>
<td>2619</td>
<td>3315</td>
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Candidates receiving a PASS result on the clinical skills component of the Certification Examination in Family Medicine and met the requirements for the LMCC

| 2014 total | 1223 | 78 |

| 2014 total | 1305 |
Each year technical reports and publications are produced on various assessment topics. In addition, representatives from across the organization are often asked to hold or participate in external activities, conferences and workshops so as to provide both expertise and support in areas such as research and development, medical education, advancements in assessment, etc.


De Champlain, A.F. (2014, Aug.). *A Gentle introduction to psychometrics for the medical educator: Key concepts and how to apply them to your assessment*. Workshop presented at the meeting of the Association for Medical Education in Europe, Milan, Italy.

De Champlain, A.F. (2014, Aug.). Session chairperson, meeting of the Association for Medical Education in Europe, Milan, Italy.


K


L


Lemay, P. (2014 & 2015). The Application for Medical Registration in Canada (AMR). Talks presented to the:
- Colleges of Physicians and Surgeons of: Alberta, Manitoba, Newfoundland & Labrador, Nova Scotia, Ontario, Quebec, Saskatchewan and Yukon Medical Council
- Federation of Medical Regulatory Authorities of Canada
- Government of Nunavut, Health and Social Services
- Nova Scotia Health Authority

Lemay, P. (2014 & 2015). physiciansapply.ca/inscriptionmed.ca. Talks presented to the:
- Association of Canadian Occupational Therapy Regulatory Organizations
- International Medical Graduate Symposium
- Université d’Ottawa
- Winnipeg Regional Health Authority


Lemieux, M. (2014, June). An overview of the physiciansapply.ca. Registration Special Interest group at the FMRAC AGM, Saskatoon, Canada.


Ten Cate, O., Ankel, F., Holmboe, E., Snell, L., & Touchie, C. (2014, Aug.). Entrustment decision-making. Workshop presented at the meeting of the Association for Medical Education in Europe, Milan, Italy.


Touchie, C. (2015, Feb.). Scholarship in Medical Education: Making the Most of What We Do, Workshop at the Canadian Leadership Institute for Medical Education, Ottawa, Canada.


Touchie, C. (2014, June). Habits of Successful Scholars. Faculty Development Workshop, 2 hr workshop through Saudi Arabia Educators, Ottawa, Canada.


Touchie, C. (2014, Nov.). *Improving the UME to GME transition: Identifying the gaps between expectations and performance of entering residents*. Invited symposium at the AAMC Medical Education Meeting, Chicago, IL.

Touchie, C. (2014, Dec.). *MCQs: Writing, Reviewing and Assessing Quality Items, Healthcare Education Scholars Program (HESP)*. Department of Innovation in Medical Education (DIME), University of Ottawa, Ottawa, Canada.


The MCC promotes and recognizes leaders in education and assessment who have made significant and vital achievements.
Enhancing integration of basic science through assessments:
Creating test-enhanced learning

Effect of audit and formative assessment on physicians’ perioperative temperature management and patient outcomes:
A three-arm cluster randomized controlled trial to compare benchmarked and ranked feedback

Kulamakan Kulasegaram
Sylvain Boet
The Medical Council of Canada (MCC) bestows the Dr. Louis Levasseur Award on a distinguished member of the medical community whose collaboration has contributed in an extraordinary manner to the vision and mission of the MCC. In 2014-2015, the award has been designated to Dr. George Bordage in honour of his support for advancing the field of medical examination and assessments. It is interesting to note that the two doctors, Dr. Bordage and Dr. Levasseur, were once colleagues at Laval University, where Dr. Bordage first got the chance to witness Dr. Levasseur’s unstinting dedication to the MCC.

This occasion can be traced back to 1984, when Dr. Bordage received a telephone call from Ernie Skakun asking him to complete a workshop on patient management problems. The one condition Dr. Bordage introduced, was to be allowed to challenge the Patient Management Problems (PMP) and to offer a new test format; the goal of this initiative would be to introduce a new focus for that part of the LMCC.

Since then, Dr. Bordage has always found great pleasure in participating in MCC activities, which have included research and development, simply “spinning new ideas” or occasionally “stirring the pot.” In the end, it has been a win-win formula, from which both Dr. Bordage and MCC have benefitted. For this affiliation and partnership with the MCC, Dr. Bordage remains very grateful.
Every year, the Medical Council of Canada (MCC) awards the W. Dale Dauphinee Fellowship to a practising physician. In 2014, Dr. Pugh was chosen to receive the fellowship for the second time in recognition of her prodigious study. The purpose of her study was to develop, implement, and gather validity evidence for a procedural skills objective structured clinical examination (PS-OSCE) for Internal Medicine (IM) residents to assess their technical and non-technical skills when performing procedures.

The PS-OSCE, which is a feasible method of assessing multiple competencies related to procedural performance, provides validity evidence to support its use as an in-training examination.

Dr. Debra Pugh’s hard work and dedication has earned her well-deserved praise. She is an Assistant Professor, Department of Internal Medicine at the University of Ottawa, and Vice-Chair of the MCC’s Central Examination Committee. Her first time receiving this fellowship was in 2012; she has since completed the associated study and released her findings.

Dr. Pugh is grateful to the Research and Development Committee for selecting her once again for this award. Following her first nomination and award, and thanks to the funding she then received, she was able to complete her Master’s thesis in the Health and Professions Education program at the University of Illinois at Chicago.

Reaching both first-and-third year residency levels, Dr. Pugh has left a mark on the assessment of procedural skills in internal medicine. She has presented her research at the Canadian Conference on Medical Education (CCME). In a manuscript submitted for publication, she indicated that the fellowship enabled her to “devote time to the dissemination of (her) findings”.

All throughout her fellowship, her interest in this area of study has been strengthened by the research, such that she has decided to explore it even further.
On April 10, 2015, the following long-standing employees were formally recognized by the Executive Director, the Executive Board and their peers at a reception in Ottawa.

**5 YEARS**
- Renée Labonté – Repository & Registration Centre
- Pierre Lemay – Repository & Registration Centre
- Marguerite Roy – Research & Development
- Lyse St. Jacques-Ayoub – Repository & Registration Centre

**10 YEARS**
- Laura Alvarado – Repository & Registration Centre
- Ilona Bartman – Research & Development
- Ted Bruyère – Information Technology
- Robert Charrois – Repository & Registration Centre
- Trish McKeagan – Repository & Registration Centre
- Yves Plouffe – Information Technology
- Lucille Séguin – Repository & Registration Centre
- Suzanne Toupin – Repository & Registration Centre
Once again, the MCC was selected as one of the National Capital Region’s Top Employers!

This MARKS the 4th year that the MCC has been honoured to receive this designation based upon the following criteria: physical workplace, work and social atmosphere, health, financial and family benefits, vacation and time off, employee communications, performance management, training and skills development and community involvement.
These financial statements correspond to a full year under the fiscal period:
April 1, 2014 to March 31, 2015

Click here to access the report
Upon successful completion of MCCQE Part II, and meeting all other MCC requirements, candidates are registered in the Canadian Medical Register and awarded the Licentiate of the Medical Council of Canada (LMCC). The LMCC is a key part of the Canadian standard, the set of requirements agreed-upon by the provincial and territorial licensing bodies for awarding a full medical licence.
I

Ibrahim, Badr
Ibrahim, Hicham
Ibrahim, John Naguib Eid Safwat
Ibrahim, Nesrine Adly Abdel Monem
Icza Ordonez, Nydia de los Angeles
Ickowicz, Sarah Yael
Igbinovia, Efosa Lawson
Igglu, Aissa
Igoe, Thera Elizabeth
Imam, Shabnam
Imbeault, Benoit

Ingyes, Matthew
Innes, Keelsey Christine
Iorio-Morin, Christian
Iqbal, Ali
Iqbal, Munir Muhammad
Iqbal, Rami Aba Maria
Irvine, Jeffrey David Connor
Irving, Heather
Irwin Kristmanson, Dorian Islay
Isaac, Andre
Isabel, Marilyn
Ischayek, Amanda
Isfahanian, Nagmeh
Ishwarlall, Sujay
Ismael, Laila R
Ismayilov, Ali Dilavar
Israel, Amanda Megan
Issa, Islam
Issawy, Walid Esam
Iturra, Clara Velia Alejandro
Ivanishvili, Zurab
Ivare, Isidore Idoye

J

Jabbar, Amina
Jabeen, Uroos
Jackman, Jessica Florence
Jacob, Dany
Jacob, Preman
Jafarpoor Khameneh, Nasrin
Jaffer, Zahra
Jafri, Sabahat Jamal
Jaimes Cuberos, Pedro Jesus
Jain, Lauren
Jain, Shilpa Ruchi
Jakobowski, Luke
Jalaeian Taghaddomi, Reza
Jalalat Hamza
Jamil, Mohammad
Jamali, Redouane
Jamieson, Blake Robert
Jamieson, Paul Stewart
Jamieson-Malis, Tanya Marie
Jamshidi, Soheil
Jang, Ji-Hyun
Jang-Stewart, Samantha Jocelyn
Januja, Meer

Jankoa, Lauchan
Janssen King, Renée Marguerite
Janssen, Jesse Michael
Jara Villarroel, Pedro Patricio
Jarvie, Amber Lea
Jauhal, Arren
Javaheri, Erfan
Jawanda, Gurswinder Gary
Jaworska, Natalia
Jayakar, Jai Prashanth
Jayas, Ravi
Jean, Samuel
Jeanson, Chloé
Jegathesan, Jegan
Jennings, Angela
Jensen, Shawna
Jespov, David
Jetté-Côté, Isabelle
Jewell, Kirsten Elizabeth
Jewer, James Kyle
Jewett, Ashley
Jeyalingam, Tharushen
Jiang, Dennis
Jiao, Lei
Jilkinson, Konstine
Jin, Chunzi Jenny
Jivraj, Farah
Joanette-Samson, Fannie Ganouk
Joh, Yung Kyu
Johar, Karanpal
Johari, Shahnaz
John, Sanjna Miriam
Johnston Girard, Valérie
Johnson, Emily Rachel
Johnson, Kate
Johnson, Richard Brent
Johnson, Stephanie Lynn
Johnson, Taylor Alexander
Johnson, Unmesh
Johnston, Rachel
Johnston, Tyler Matthew Charles
Joly, Denis
Jones, Emily
Jones, Simon Robert
Jong, Benjamin Yit Wei
Joseph, Pamela Laya
Joseph, Sarah
Jost, Evan Anthony
Jota, Jose Mari

Juggernath, Nivas Abhimane
Julian, Brittany Bernadette
Just, Celeste Alejandro

K

Kaaki, Suha Kamal
Kacheri Pathayappura, Smitha
Kadhim, Soha Hassan
Kading, Adam
Kafi, Mohammad
Kahan, Deborah
Kahlke, Paul
Kahlon, Maninder
Kaki, Reham
Kakumanu, Anineedu Saranya
Kalaichandran, Sivanesan
Kaldaas, Milin Mazloum Sawires
Kale, Shoa Chandarrao
Kalai, Chemanthi Rochelle
Kalazina, Margarita
Kald, Dale Robert
Kaliray, Jagdeepak Singh
Kaliray, Pavan Randep Singh
Kalwani, Karishma Karen
Kalyani, Alianna Kathleen
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Kamani, Aliya
Kamberitz, Jill Christine
Kameda, Michelle Masayo
Kamran, Sarwat
Kamyar, Mandana
Kan, Anna
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Kanani, Sabira Sajjad
Kandassamy, Balakowsala
Kanevsky, Jonathan
Kaplan, Alexander Jacques
Kaplan, Scafellina
Kaplan, Yair
Kapur, Puneet
Kapusta, Michael
Karam, Ramy
Karam, Sani James
Karantonis, Mary
Karan, Naila Azra
Karlstedt, Erin
Karmali, Alia
Karnik, Aditya

Karunanayake, Mihiran
Kasina, Filip
Kassam, Faizal
Kassam, Haliz Feezer
Kassem, Wail Ahmad
Kassin-Dufresne, Mikaël
Kather Mohdeehn Abdul Latiff, Kamela
Kathidupan, Kathleen Kwan
Katz, LAuren
Kaul, Dharmistha
Kavanagh, Rhys Magon Brown
Kawaguchi, Sarah Kyoko
Keaveney, Lynda
Keegan, John Francis
Keenan, Marissa
Kegel, Stefan
Keijzer, Robert
Keith, Melissa Mary Martin
Kelli, Peter James
Kellent, Samantha
Kelloch, Trenton
Kelly, Meehan
Kelly, Paul Michael
Kemungkin, Paule Séraphine
Kennin, Sarah Louise
Kennedy, Kristine
Kennedy, Megan Lee
Kenney, Stephanie Anne
Keyaert, Delphine
Khaira, Surinder Kaur
Khak, Jamshed
Khallil Zarafshan, Hamayoun
Khalsa, Tejinder K.
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Khan, Masood Ali
Khan, Mohammad Hashim
Khan, Nayema Akhter
Khan, Omar Farooq
Khan, Rubaeeen
Khan, Sofia
Khan, Zainab
Khandekar, Neha
Khasangate, Sanjuta Keshav
Khashper, Alia
Khaazae, Afsoon

Khinda, Jagbir
Khorochkov, Eugenia
Khosla, Deven
Khosreis, Tarek
Khural, Ajay Pal Singh
Kiamanes, Omid Rahman
Kiley, Lee
Kilian, Michael Robert
Kilvert, Megan
Kim, Ashley
Kim, Esther Hannah
Kim, Huntse
Kim, Julia
Kim, Kristine
Kim, Woohoe Thomas
Kimpston, Miiram
King, Ashlee Dawn
King, John-Paul
Kingsley, Patrick
Kinnin, Laura Maureen
Kirby, Catherine
Kirby, John Martin
Kirby, Raie Lene
Kireva, Ludmila
Kirkpatrick, Gordon James
Kiltzler, Thomas Michael
Kizui, Meghan
Klassen, Hilary Brooke
Klassen, Kevin Arthur
Kliesinger, Amanda Kelly
Kline, Jordon
Klopp, Annika
Knied, Eva
Ko, Gary Tsun Yin
Ko, Ma-Lee
Ko, Melody Grace Naishaine
Koczerginski, Joshua Marc
Kohler, Scott
Kokabi, Nima
Kokotilo, Andrea
Kondra, Jennifer Louise
Kong, Lynda
Kooi, Jon Kristin
Kosi Kola Mayamona, Yvan
Kosta, Jacqueline Sarah
Kot, Erin
Koval, Dmitri
Krahn, Danae Ashley
Laban, Premakanthie Rosemary
Labelle, Alexandre
Labelle, Maxime
Laboni, Sadea Arefin
Labrecque, Marie-Noëlle
Lacasse, Jean-Simon
Lachance-Fortin, Aubert
Lacny, Catherine
Lacombe, Guillaume
Lacroix, Jean-Philip
Lacroix, Lauren Kristine
Lacroix, Stéphanie
Ladak, Karim
Ladd, Keri Noelle
Ladowski, Stephanie
Lafleche, Catherine Marie
Lafortune, Audrey
Lafontaine, Audrey
Lafrance, Judith
Lagacé, Marie-Éve
Laghari, Muhammad Harris
Lahiri, Piya
Lal, Jui-An Andy
Lai, Jocelyn
Laing, Courtney
Lajeunesse, Benoît
Lalini, Shifana
Laliberté, Pier-Charles
Laliberté-Roy, Lawrence
Lalonde, Grace Maisha
Lalonde, Martin
Lalonde, Ryan Roland
Lalonde, Sarah
Lalumière-Saindon, Andréanne
Lam Shang Leen, Marie Laetitia
Lam, Ho Yen Eunice
Lam, Ka Lo Carol
Lam, Kevin
Lam, Philip Wai-Hei
Lam, Thach Dinh
Lam, Victoria Hol Mun
Lam, Ka Lo Carol
Lam, Ho Yan Eunice
Lam, Ka Lo Carol
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Lam, Victoria Hol Mun
Lamarche, Caroline
Lamarche, Sarah
Lamarre, Kathia
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Lambert Gauthier, Kim
Lambert-Julien, Renaud
Lambert-Sylwe, Anne-Frédérique
Labrinanos-Raymond, Kristen
Lam, Philip Wai-Hei
Labrecque, Marie-Noël
Labelle, Maxime
Labonte, Vincent
Laflèche, Catherine Marie
Lafortune, Audrey
Laflamme, Jeanne
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Perreira, Manojo
Perez D’Empaire, Pablo Adolfo
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Perrault-Hebert, Clotilde
Perreault, Magalie
Perri, Nicholas Steven
Perrin, Andrew James
Perry, Lisa Cailyn
Peters, Amber Michelle
Peters, Craig
Peters, Eric
Petitriu, Alina Maria
Petit, Alexandra
Petzold, Matthew Paul
Pham, Nguyen Hoai Huong
Pham, Chi-Tuan
Pham, Nguyen Hoai Huong
Phan, Eugenie
Pharand, Leigh Chantal
Phghora, Harkiran K.
Phillips, Cameron
Phillips, Karl William Kingman
Phillips, Katherine
Piche, Matthew
Pietrzynska, Magdalena
Piggott, Katrina
Pila, Victoria
Plington, Mercedes Marion Alice
Pilon, Magalie
Pilon, Sarah Jude
Pisessky, Andrea Elizabeth
Plourde, Anne
Plouznikoff, Alexandre
Plouznikoff, Nicolas
Plume, Julie T.
Pine, Marie-Eve
Plotrowski, Michal Adam
Pirau, Samuel
Pisani, Serena Riaz
Piskev, Andrea Elizabeth
Poirot, Richard Marie
Plouzinikoff, Alexandre
Plouznikoff, Nicolas
Plume, Julie T.
Poinen, Krishna
Poinvil, Michele
Poirier, Lynne Denise
Poirier-Harvey, Andréeanne
Pojhan, Sepideh
Poles, Just Dain
Pollock, Cody David
Pomerleau, Robert Rene Manford
Pomerleau, Valérie
Pompa, Nicolas Carmine
Ponnuswamy, Ramya
Poon, Elizabeth
Pop, Jennifer
Popov, Sergyhi
Potter, Kathrynn J.A.
Potvin Monnier, Audrey
Potvin-Gingras, Frédéric
Poukouhoski-Shremeteyev, Ivan
Poulin, Anthony
Poulin, Josée
Poulin, Thomas
Poulon-Groulx, Émilie
Pouliot, Audrey
Pourabdollah, Maryam
Powell, Rebecca Eleanor
Power, Alyssa Muriel
Saye, Jeffrey Glenn
Power, Robert Edward
Prabhu, Vijay Anthony
Prajapati, Dwip Maheshkumar
Premji, Najheen
Prendergast, Caitlin Bridget
Prendergast, Patrick
Presley, Darren Ernest
Press, Delna
Prewal, Manjeet
Preziosi, Anna-Marie
Primrose, Matthew Kimber
Proulx, Alexandre
Proulx, Frédéric
Proulx, Michel
Proux, Andrew Parker
Provost, Karine
Prucha, Alexandra
Prud’homme, Mélissa
Prud’homme, Nicolas
Pui, Odell
Purcell-Lévesque, Vanessa
Purdy, Lloyd Beresford
Puroval, Kaverveer Singh
Purewal, Saroena
Purushothaman, Sunita
Put, Daryline
Pyle, Adam
Pyne, Lonnie
Qamar, Hina
Qazalbash, Ali
Qazi, Abdul Aziz
Quach, My Van
Quackenbush, Katherine
Quadrès, Kenneth
Qian, Jessica
Quaye, Victor Ebow Kobina
Querengesser, Kate Margret
Quesnel, Marylène
Quidwai, Nadia
Quinn, Hilary
Quinn, Jason George
Quinn, Kieran
Quinn, Matthew
Quinton, Cassandra Brienne
Quirin, Christine
Qureshi, Kashmala Majeed
Racine-Hamel, Sarah-Emilie
Radovanovic, Bojana
Ragunathan, Subhani
Dhanushka
Rahgoshai, Raham
Rahman, Mahfuza
Rahmnn, Rozzeb
Rai, Bikramjit
Raizman, Igor
Rajabalee, Muhammad Nadim
Rajani Villegas, Anjali Maria
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Rami, Shinivas
Rambhir, Vanessa Srivana
Ramjal, Amrish
Rambirez Morejón, José Ernesto
Ramji, Maleka
Ramsey, Andrew
Ramtani, Wahiba
Ramzan, Sarah
Rana, Jesusen
Ranathunga, Ranathunga
Arachchige Damithri Sashikala
Ranaway, Jose
Rangunwala, Hiren
Rankadu Patlalle, Chaminda
Pushpa Kumara
Rankin-Jardin, Glynn
Rannelli, Luke Anthony
Raphael, David Jay
Raskin, William
Rastgardani, Tara
Rastogi, Anjali
Rasuli, Kevin James
Rathgeber, Steven
Rattan, Navapaul
Rauch, Johan Frederick
Raveendran, Gayathri
Ravichandran, Pranavi
Raw, Saara Mirjam
Ray, Matthew
Raymond, Isabell
Raymond-Paquin, Alexandre
Raziee, Hamid-Reza
Razik, Fathima
Razouki, Saif Raad
Rebelo, Jenna Marie
Rebeyrol, Maud
Redditt, Vanessa Jane
Redekop, Kylie Justine
Redgier, Chris
Davies Foli
Reeson, Marc Edward
Regan, Rosemary
Régimbald-Éthier, Maxim
Rehman, Alia
Reichenauer, Jeffrey David
Reichman, Lee
Reid, Robert James Edward
Reinecke, Carolus Johannes
Reinglas, Jason Morris
Remli, Isma
Rempel, Benjamin
Ren, Yi Mi
Reyhani, Sareh
Rezazadeh, Shadi
Rhéaume, Maude
Rice, Connor
Rice, Kristina
Riche, Hurley
Richard Albert, Marc
Richard Ross, Justin Robert
Richard, Alby
Richard, Nicolas
Richard, Pierre Rhéal
Richards, Cori
Richardson, Anamaria
Richardson, Michael
Riley, Jane
Rigutto, Pamela
Riley, Shannon Michelle
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Rioux, Stéphanie
Rittberg, Naomi Leah
Rivard, Marie-Hélène
Rivera, Emmanuel Lazatin
Rizk, Aida
Rizwan, Ayasha
Roberge, Élodie
Robert, Maris
Roberts, Janet Helen
Roberts, Lesley Fiona
Roberts, Charles
Robertson, Mark William
Robichaud, Célia Suzanne
Robinson, Mark McNabb
Robitaille, Martin Pierre
Robson, Gail
Rochette, Elise
Rochman, Arielle
Rochon, Andrew
Rochon, Matthew
Rockenstein, Johanna
Rockman, Rebecca Frances
Rodger, Alison
Rodger, Sheila Jill
Rodis, Belinda Angie
Reichman, Lee
Rodriguez Rodriguez, Katherine
Rody, Caelen Alexandra
Rodriguez, Melissa Anushka
Rodriguez, Nicole
Rogers, Anna
Rogers, Eamonn Kieran
Rogozovsky, Victor
Rohani, Kevin Kaveh
Rolman, Maian
Rollins, Megan Debrah
Romano, Kail
Rooke, Edward Ryan
Roshan, Taqir Mahmood
Ross, Michael
Rossi, Rogerio Diaferia
Rossignol, Francis
Rostom, Krista Leigh
Roter, Evan
Rougerie, Michelle
Rouhani, Mehrdad
Rouillard, Elise
Rouleau, Rose-Marie
Roumelliotis, Grayson Alexander
Rousseau, Jean-Denis
Roussy, Louis-Octave
Roy, André-Anne
Roy, Jessica Jean
Roy, Maxim
Roy, Méïssa
Roy, Mylène
Roy, Fragma Laboni
Roy, Sandhya
Roy, Prince
Rupak, Laurent
Rubenstein, Eryn Sarah
Ruberto, Aaron
Rubin, Erica
Ruether, Elise
Rubenfeld, Eryn Sarah
Ruczynski, Shannon
Rudi, Michelle Ashley
Rui, Vincent Joseph
Rukavina, Stephen
Rupensten, Marc
Rush, Raphael
Rusnak, Christopher James
Russell, Jordan Alexandra
Russell, Sarah Ashley
Rustad, Clara Ada
Ruyck, Shannon
Ryan, Matthew Francis
Ryan, Michelle
Ryczek, Katarzyna Weronika
Rye, Peter Luke
Rys, Trisha Marie
Saad, Bazaq
Tellier, Sylvie
Temperine, Eduardo Santos
Tenbergen, Melissa Marie
Tennese, Alyssa Anne
ter Kuile, Aleida Alexandra
Tessier-Bussières, Camille
Tétreault, Catherine
Tétreault, Simon
Tétreault-Paquin, Jean-Olivier
Thai, Duc-Vinh
Thangavelu, Dheshnie
Tharmalingam, Surenthar
Theriault, Valérie
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Thevukumaran, Dharini
Thevarajah, Mathura
Thiara, Amreet
Thibault-Lemyre, Ariane
Thibodeau, My Linh
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Thirunooththoo, Ilango Velan
Thom, Jessica
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Thomasson, Kathleen Elizabeth
Thommasen, Amy Taylor
Thompson, Caitlin Elizabeth
Thompson, Kimberly Carol
Thompson, Michael Alan
Thompson, Xavier Emmanuel
Thong, Nicole Christine Weng-Yi
Tikas, Dorothy Tyr
Tilak, Justin Dhat-Ming
Timmons, Matthew Joseph
Tisher, Kent David
Tissot-Therrien, Maxime
To, Fergus Zhi Hao
To, Quoc Phong Vincent
Todorovic, Emilija
Toma, Monica
Toma, Simina
Toman, Inka
Tomchishen, Jessica
Tomkinson, Christine Barbara
Tomkins, Jeffrey
Toor, Namrata
Toosi, Seyed-Behzad
Torabi, Sarah Alison

Torontour, Samuel
Toth, Jason Alfred
Toumi, Aziadeé Imen
Toupin, Mélanie Marie-Hélène
Toupin, Philippe
Tourlas, Konstantinos
Toussaint, Marie-Pier
Trainor, Shannon
Tran, Alexandre Minh Quang
Tran, Jennifer
Tran, Shiao Jien
Trang, Nataly
Trebb, Christopher James
Tredget, Eric Britt
Tregaskiss, Ashley Paul
Tremblay, Anthony
Tremblay, Bruno
Tremblay, Hubert
Tremblay, Jan-Alexis
Tremblay, Jonathan
Tremblay, Marlene
Tremblay, Patrice
Tremblay, Pierre-Luc
Trenker, Emily Ainsley
Trépanier, Anne
Trider, Carrie-Lee Anne
Trinacty, Jill Mary
Trottier, Amy Marie
Truant, Ryan
Trudeau, L. R. Maeve O'Neill
Trudeau, Vincent
Trudel, Simon
Trull, Brent Charles Lister
Truong, Catherine
Truong, Jacky
Truong, Kathy
Truscott, Sarah
Tsay, Nataiisa
Tse, Andrew Stewart
Tse, Carol Kar Loong
Tse, Kevin An
Tse, Richard
Tso, David Kai-ting
Tso, David Kai-ming
Tsohas, Paul Alexander
Tuineag, Raucia Maria
Tulis, Roman
Tunovic, Edin
Tura, Emanuela

Turashvili, Gulisa
Turcotte, Jessica
Turcotte-Gosselin, Frédéric
Turmel, Jean-François
Turnblom, Jean-Patrick
Turnbull, Shauna Kathryn
Turner, Colin Charles
Turner, Jane
Turner, Miranda Jocelyn
Turney, Kitt
Tzenov, Amanda Nicole

U
Ugobi, David Nduhusi Jude
Ullah, Shahnoor
Ulrich, Roy
Umasuthan, Nishani
Unryn, Brad Michael
Urquhart, David
Ursenbach, Jessie Colombe
Uy, Cassandra Leigh
Uy, Rhea Mae Locsin
Uzma, Fouzia


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Vachon, Isabelle
Vadboncoeur, Julie
Vagao, Andre Iulian
Vahidy, Hina
Vahidy, Sana
Vaid, Ahmed
Valdivieso O’Donova, Roger
Vale, Kayla
Valente, Colleen Ruth
Valente, Giuseppe Pasquale
Valiquette, Annie-Claude
Vallée, Émilie
Vallipuram, Janaki
Van Doormaal, Curtis
Van Meer, Anna Barbara
Van Oosten, Erik
Van Rooyen, Francine
Van Rooyen, Renske
Van Schalkwyk, Matthys Cornelius
Van Waarvaren, Michelle

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Vandal, Mylène
Vanderlaan, Rachel Dawn
Varshney, Vishal Pratap
Vassilakos, Eveynia Jenny K.
vassos, Nicholas Adam
Vatsraj, Mitali
Vaucher, Jonathan
Vaughan, Manik Elizabeth
Veenstra, Jordan Joel
Veillet, Frédéric
Veillette, Catherine
Velliani, Karim
Verger-Demers, Sarah
Verlaan Lauzon, Yannick
Vermaak, Jacobus Stephanus
Vermette, Sarah
Verville, Jean-François
Vetter, Martin Wilhelm
Vézina, Félix-Antoine
Vieu, Martin
Vieu, Mathieu
Vil-Téri, Malik, Isabelle
Viens, Françoise
Viljoen, Jeanetta
Villeneuve, Jérome
Villeneuve-Tang, Catherine
Vivas, Lucas
Vlahakj, Dean Matthew
Volsard, Gabrielle
Voll, Alexandra Rayne Lauren
von Both, Ingo Lars Volker
Vorobiechik, Leon
Vourtzoumis, Phil
Vrouwe, Sebastian Quinn
Vuille-Lessard, Elise
Vuylsteke, Elise
Vuong, Sebastian

W
Wade, Caitlin Jayne
Wade, Robyn Mary
Wagner, Jason Paul
Waite, Mélanie
Waknin, Lauren
Walji, Sakina
Walke, Monica Catherine Skerl
Walker, Crystal

Walker, Laura
Walsh, Jillian Patricia
Walsh, Richelle Aising
Walsh, Valérie Andrie
Walters, Nicolaas Johannes
Walton, Geoffrey Robert Thomas
Wan, Tony Bing-Yan
Wan, Tsz Ting
Wang, Angela
Wang, Bing Wei
Wang, Josh Xiaojian
Wang, Neng Jack
Wang, Ning Nan
Wang, Peng
Wang, Vivian Yan
Wang, Yu Jing
Wang, Yuding
Wang, Yujia
Wang, Zhi Zhong
Waqas, Nisha
Ward, Charlene Marie
Ward, Chloe Elizabeth
Wareham, Angela Lynn
Wark, Sheryl Catherine
Warkentin, Andrew Earl
Warlet Caldeira, Patricia
Warner, Eiran Avraham
Warshawski, Timothy Ryan
Wassef, Andréanne
Wasserman, Jason
Wasson, Kristy Leigh
Waters, Braden Earl
Watson, Elizabeth Mary Jean
Watson, Kristalee Oamily
Watson, Laura
Watton, David Edwin Hollands
Waugh, Alistair William Grant
Waugh, Stephen Peter
Webb, Margot Ann
Webster, Lindsay Leigh May
Weeraratne, Anushka
Wegener, Marie Laura
Wegener, Stephen Peter
Wei, Andrew
Weinberg, Alexander
Weir, Adrienne Elizabeth
Weisgarber, Danielle Dianne
Weiss, Edward Solomon
Weisser, Caroline
Weisz, Karen
Weitzner, Brenda Nicole
Welfinda, Sandra
Wenzel-Smith, Gisela
Weppler, Alison
Wessel, Jaclyn Andrea
Westberg, Scott Emerson
Westwick, Harrison
Whatley, Benjamin Peter
Wheeler, Kathryn Suzanne
White, Alexander Nicholas
White, Caroline
White, David Geoffrey Benjamin
White, Heather Patricia
White, Matthew Robert
Whittemore, Kathryn
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Wiggers, John Bradley
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Wilson, Ian Robert
Wilson, Julie
Wilson, Roselyn
Winata, Nathaniel
Wing, Andrew Charles
Wise, Bryan
Wodkowski, Michael
Wojcik, Sophie
Woldum, Evan Andrew
Wong, Alison Lynn
Wong, Alyson Wai-Mun
Wong, Catherine
Wong, Charmaine
Wong, Daniel Lik Hang
Wong, Freda Chung Yan
Wong, Janice Chun Yee
Wong, Jellena
Wong, Kai-Chung Eric
Wong, Nathan
Wong, Russell
Wong, Samantha Robyn
Woo, Albert
Wood, Brendan Owen
Wood, Kimberly Anne
Wood, Trevor
Woods, Lindsay Anne
Woolnough, Nicholas Rupert John
Worth, Kerry
Wright, Elisabeth
Wright, Jaden Ronald
Wright, Julie Frances
Wright, Natasha Jesook
Wu, Jenny Yang Yang
Wu, Matthew James
Wu, Zijing
Wudel, Beverly Jane
X
Xia, Lei
Xiao, Yao
Xiao, Yue
Xing, Lin
Xu, Kunyong
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Yan, Ran
Yang, Christina
Yang, Dan Yang
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