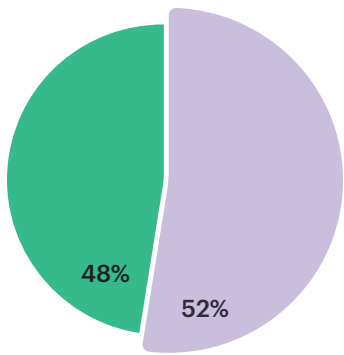


A composite profile of Ontario hospital Presidents and CEOs

JULY 2023

140 Ontario Hospitals

127 Presidents & CEOs



● Women 52%
● Men 48%

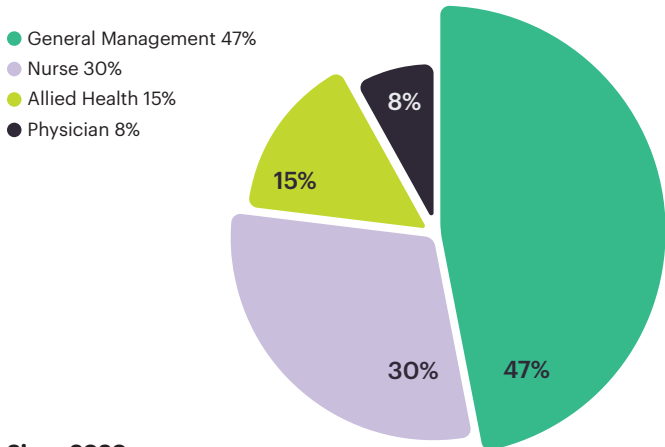
*Proximity acknowledges that gender is not binary. Ontario hospital CEO leadership as of July 1, 2023 is perceived or self-identified as one of these two categories.

The average age is 55.

8% are from **racialized** groups (perceived or self-identified).

This includes 2% who identify as First Nations, Inuit or Métis.

The sector is enriched by leadership from diverse professional backgrounds



Since 2020

General Management	-24%
Nurses	+50%
Allied Health Disciplines	+500%
Physicians	-47%

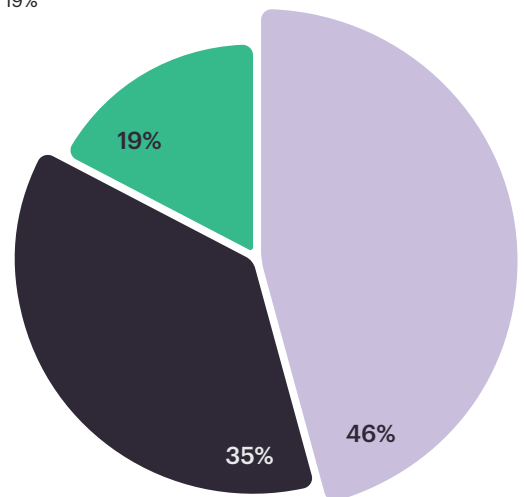
Current Ontario hospital Presidents and CEOs have been in the role for

4.24
years on average



Presidents and CEOs are recruited from three sources

- Promoted from within the hospital 46%
- Recruited from another Ontario hospital 35%
- Recruited from outside of Ontario hospital sector 19%



Proximity Institute is dedicated to enabling effective leadership at the most senior level in Ontario hospitals. Understanding the composite profile of Ontario hospital Presidents and CEOs and the diverse experiences of those in the role informs the leadership priorities that Proximity aims to influence.

Disclaimer: Leadership in the Ontario hospital sector is in constant motion. Proximity updates its data as leadership transitions occur. The data represented here reflects the Ontario hospital President and CEO leadership in place as of July 1, 2023. Please attribute to © 2023, Proximity Institute.