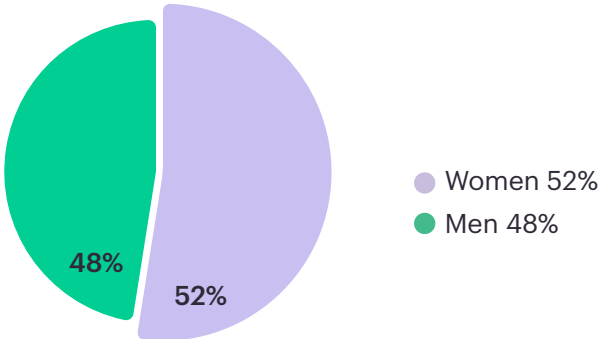


A composite profile of Ontario hospital Presidents and CEOs

JAN 2024

140 Ontario Hospitals

127 Presidents & CEOs



*Proximity acknowledges that gender is not binary. Ontario hospital CEO leadership as of January 1, 2024 is perceived or self-identified as one of these two genders.

Current Ontario hospital Presidents and CEOs have been in the role for **4.8 years** on average

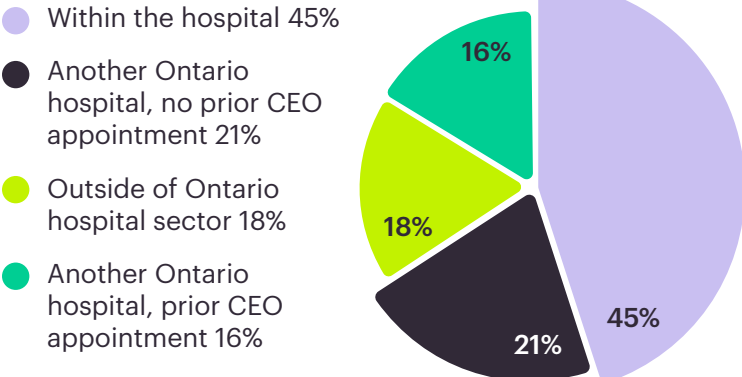
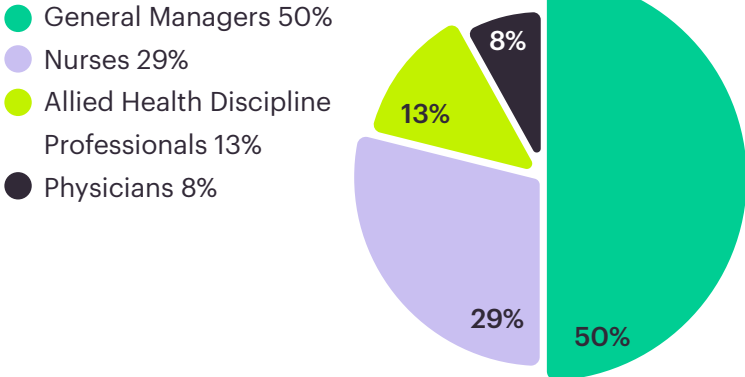
The average age is 54.

In 2023, President and CEO turnover in Ontario hospitals was **14.2%**
 In 2022, turnover was **16.6%**

8% are from racialized groups.*
 This includes **2%** who identify as First Nations, Inuit or Métis.
 *Perceived or self-identified.

Presidents and CEOs are recruited from four sources

The sector is enriched by leadership from diverse professional backgrounds



Since January 2023

General Managers	+6%
Nurses	-9%
Allied Health Discipline Professionals	no change
Physicians	no change

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 January 1, 2024. **Please attribute to © 2024, Proximity Institute.**