

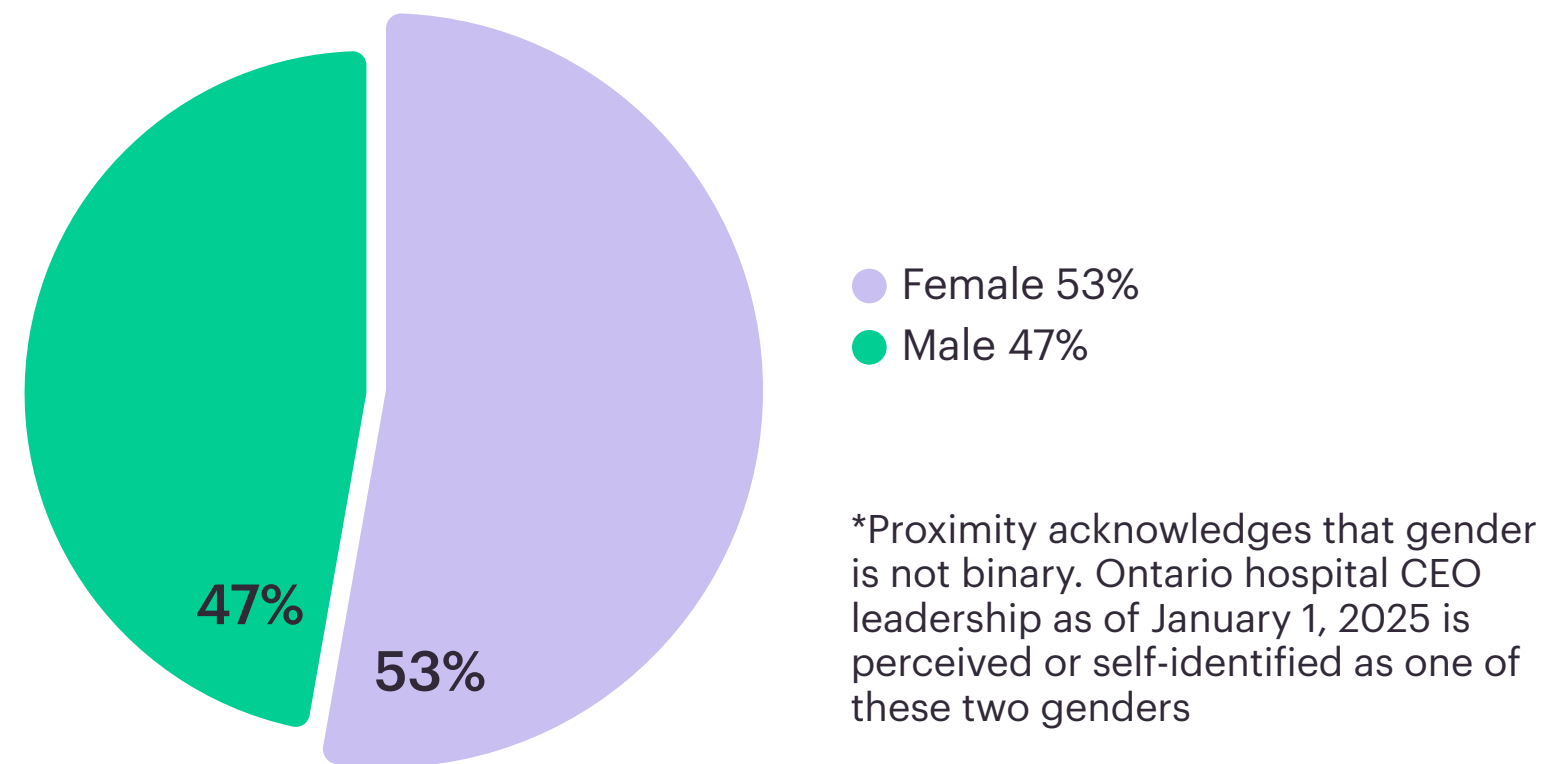
A composite profile of Ontario hospital Presidents and CEOs

JAN 2025

135 Ontario Hospitals **127** Presidents & CEOs

The sector is enriched by leadership from diverse professional backgrounds

- General Managers 49%
- Nurses 27%
- Allied Health Discipline Professionals 15%
- Physicians 10%



The average age is 55.



*Perceived or self-identified.

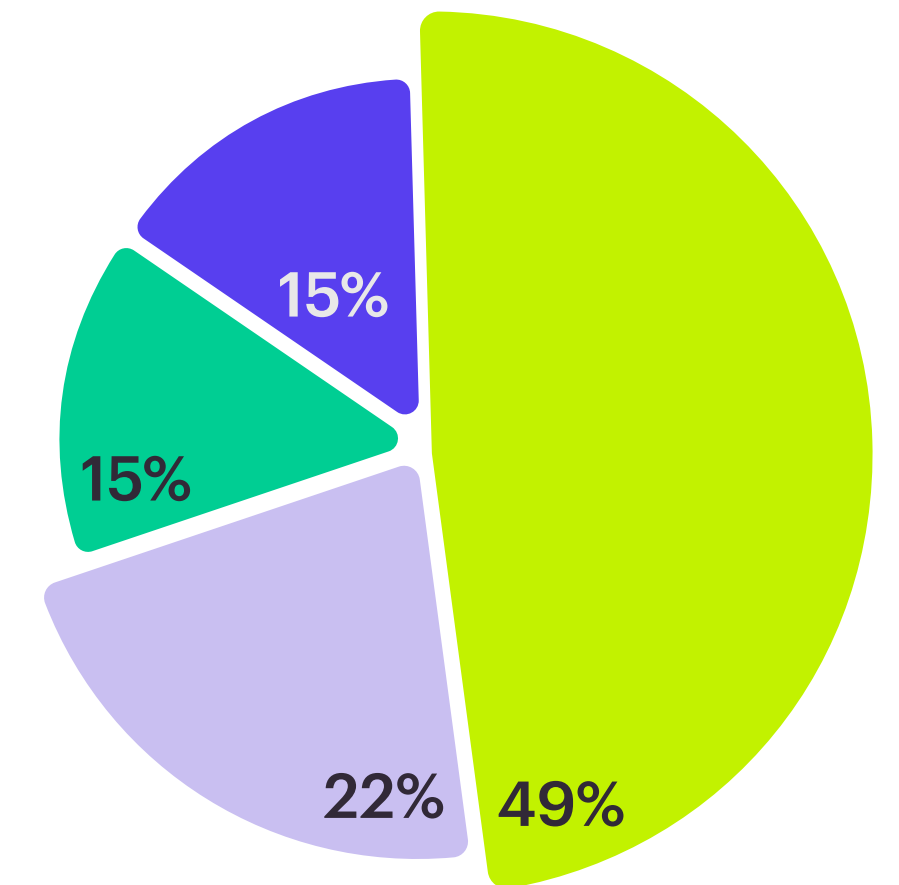
Current Ontario hospital Presidents and CEOs have been in the role for **4.7** years on average

PROXIMITY™



Presidents and CEOs are recruited from four sources

- Within the hospital 49%
- Another Ontario hospital, prior CEO appointment 22%
- Another Ontario hospital, no prior CEO appointment 15%
- Outside of Ontario hospital sector 15%



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. Demographic and professional data for 2024 excludes acting and interim CEOs; the number of permanent CEOs in this data stands at 115. The data represented here reflects the Ontario hospital President and CEO leadership in place as of January 1, 2025.

Please attribute to © 2025, Proximity Institute.