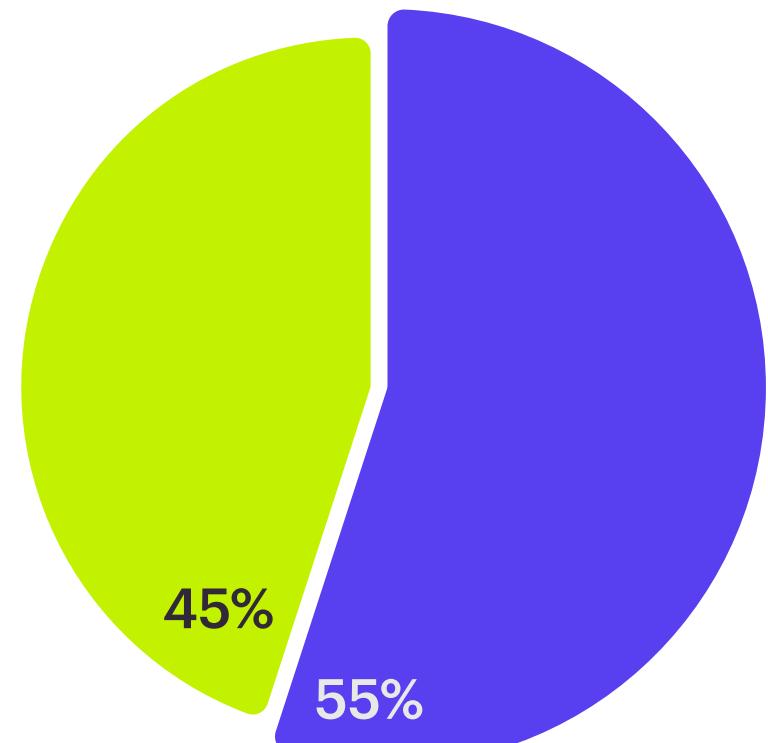


A composite profile of Ontario hospital Presidents and CEOs

JAN 2026

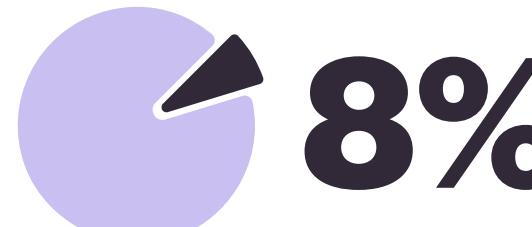
134 Ontario Hospitals

124 Presidents & CEOs



*Proximity acknowledges that gender is not binary. Ontario hospital CEO leadership as of January 1, 2026 is perceived or self-identified as one of these two genders

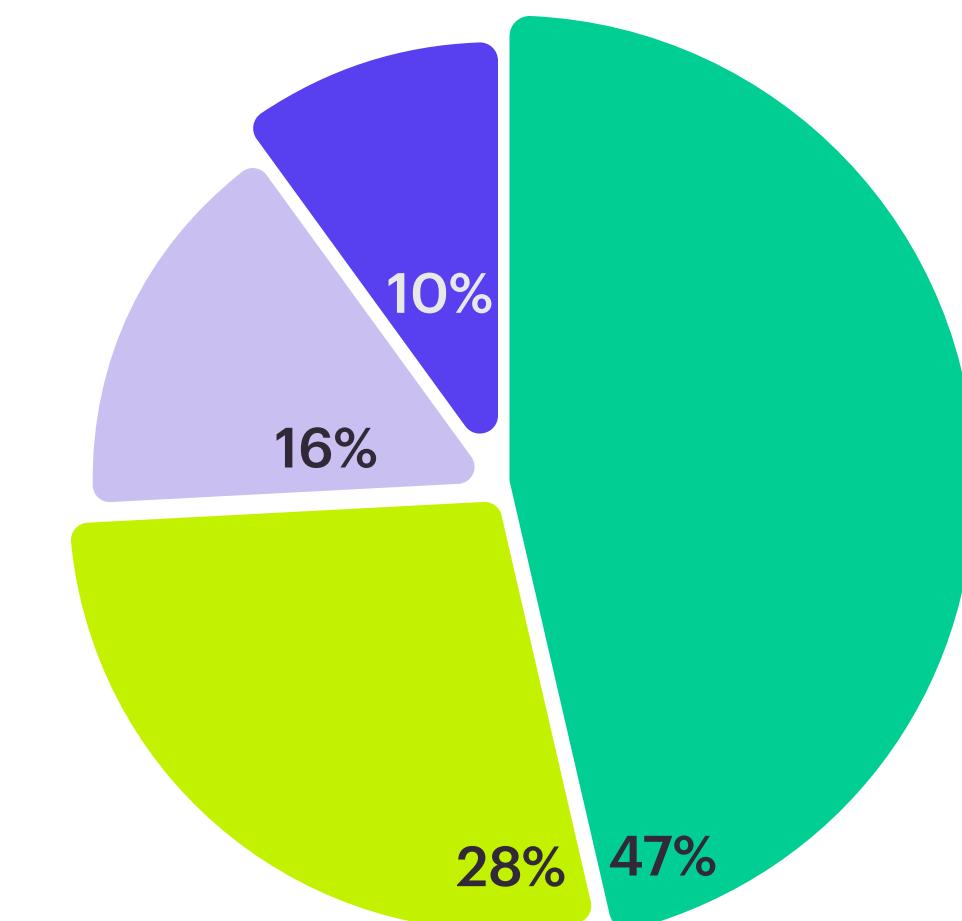
The average age is 57.



*Perceived or self-identified.

The sector is enriched by leadership from diverse professional backgrounds

- General Managers 47%
- Nurses 28%
- Allied Health Discipline Professionals 16%
- Physicians 10%



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

5.2 years on average

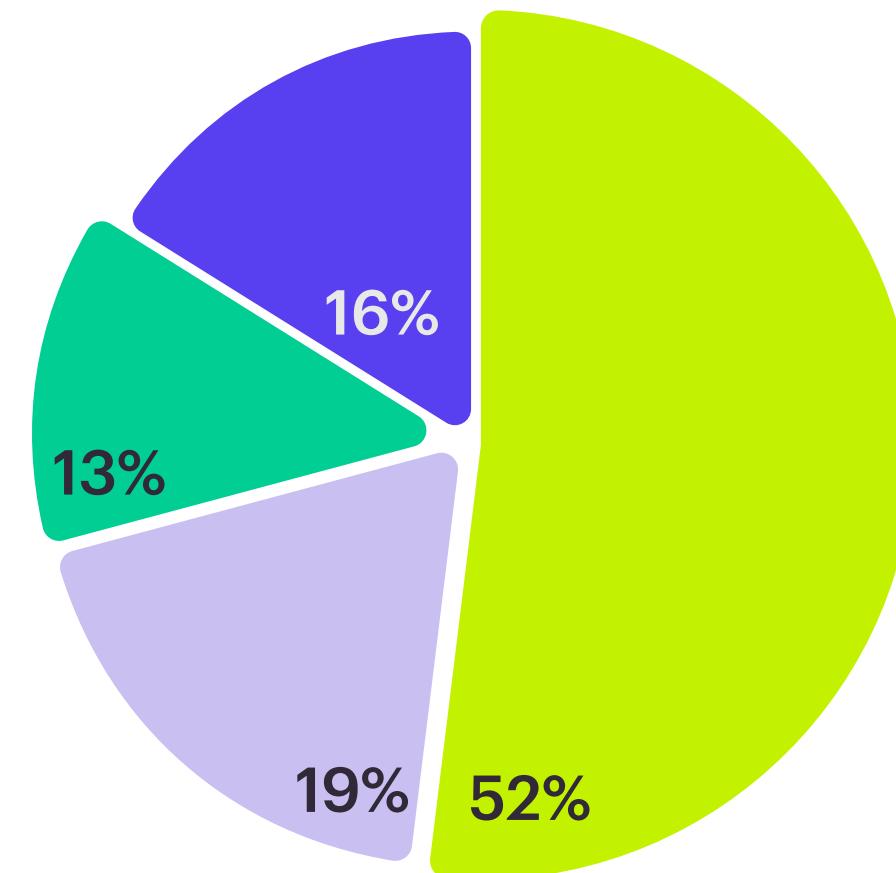
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President and CEO turnover in Ontario hospitals per year

Year	Turnover (%)
2022	16.6%
2023	15.0%
2024	16.5%
2025	8.7%

Presidents and CEOs are recruited from four sources

- Within the hospital 52%
- Another Ontario hospital, prior CEO appointment 19%
- Another Ontario hospital, no prior CEO appointment 13%
- Outside of Ontario hospital sector 16%



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 2025 excludes acting and interim CEOs; the number of permanent CEOs in this data stands at 116. The data represented here reflects the Ontario hospital President and CEO leadership in place as of January 1, 2026.

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