

## **Discussant and Author Biographies – IMWC 2003**

### **Linda H. Aiken, Ph.D., R.N.**

Dr. Aiken is Director of the Center for Health Outcomes and Policy Research, and The Claire M. Fagin Leadership Professor of Nursing and Professor of Sociology at the University of Pennsylvania. Dr Aiken's other appointments at the University of Pennsylvania include senior fellow at the Leonard Davis Institute for Health Economics and Research Associate in the Population Studies Center. Dr. Aiken is an elected member of the Institute of Medicine of the National Academy of Sciences, the American Academy of Arts and Sciences, the National Academy of Social Insurance, and is a Woodrow Wilson Fellow of the American Academy of Political and Social Science. Dr. Aiken is a fellow and former president of the American Academy of Nursing and an Honorary Fellow of the Royal College of Nursing of the United Kingdom. Dr. Aiken conducts research on health care outcomes and health workforce policy, and is a Robert Wood Johnson Foundation Investigator in Health Policy Research. She organized and led the International Hospital Outcomes Study Consortium, which is investigating the impact of nursing on variation in hospital outcomes in the U.S., Canada, U.K., Germany, and New Zealand. She and her colleagues won the Academy Health Article of the Year Award in health services research in 2003 for this research. She presently directs a demonstration and evaluation of an initiative to improve hospital quality of care in Russia and Armenia. Dr. Aiken received her bachelors and Master's degrees in nursing from the University of Florida, Gainesville, and her Ph.D. in sociology and demography from the University of Texas at Austin. She was a postdoctoral research fellow in medical sociology at the University of Wisconsin, Madison.

### **Marilyn Biviano, Ph.D.**

Marilyn Biviano is the Director of the National Center for Health Workforce Analysis at the US Bureau of Health Professions in the Health Resources and Services Administration (HRSA). The National Center includes (1) health professions shortage designation and (2) health workforce analysis activities. She has been directing the workforce analysis portion of the National Center for about four years and has directed the development and implementation of the first health workforce analysis strategic plan and research agenda, manages five Regional Centers for Health Workforce Studies, and directed the development and application of the HRSA nursing workforce supply and demand models and the resulting shortage projections, 50 State Health Workforce Profiles and many other health workforce studies.

Marilyn Biviano has over 15 years of experience in conducting policy analysis on wide variety of issues. Just before coming to HRSA, she directed the U.S. Geologic Survey (USGS) program on sustainability and represented the USGS at the President's Council on Sustainable Development.

### **Philip Brown, Chief Executive, North West London Workforce Confederation**

Philip Brown is an experienced NHS Manager with varied experience of different fields of health care. Starting his career on the commissioning team at Charing Cross then commissioning the Ealing Hospital, he also worked in a planning function and managed a large mental health hospital and its services, St Bernards, also in Ealing.

Then in Hillingdon he managed acute and mental health services, leading the hospital to first wave trust status in 1991 as Chief Executive. The Trust was a national pilot for Patient Centred Care, which involved considerable review of workforce issues. He chaired the local education consortia on its formation and again for two years prior to his move to the London Regional Office.

At the region he was Director of Emergency Care and Information Development with oversight of NHS participation in the millennium celebrations and of improving emergency care services through the winter.

He is now Chief Executive of the North West London Workforce Development Confederation where he is able to lead workforce development in the largest and most complex sector of London.

Throughout his career he has had a specific interest in workforce, believing that education of learning is key to implementing and substituting change management and new ways of delivering services. When a Trust Chief Executive he was one of the innovators around patient centred care establishing innovative ways of service delivery. The North West London Workforce Development Confederation is responsible for some important London wide change programmes, and is national leader around, for example, multi professional education and the development of supporting workers to support clinical staff working at mid grade level.

### **Professor James Buchan, MA (Hons) PhD DPM**

Faculty of Social Sciences and Health Care, Queen Margaret University College, Edinburgh, Scotland, UK.

Professor Buchan has seventeen years experience of practice, policy research and consultancy on HR strategy and planning in the health care workforce, specialising in nursing. He has worked throughout the UK, and also has work experience in Africa, Asia, West Indies, North, Central and South America, and many countries of the European Union.

His previous employment includes work as a Senior HR Manager in the NHS Executive in Scotland, and as Policy Adviser at Royal College of Nursing. In 2002/01 he was seconded to work on HR issues at W.H.O., Geneva. He has also worked in the USA, as a Harkness Fellow, studying the US nursing labour market and "magnet hospitals", at the University of Pennsylvania.

Other current appointments:

Member of the National Workforce Development Board, Department of Health, England  
Member, National Workforce Council, Department of Health, Scottish Executive  
Member, Rockefeller Joint Learning Initiative on Human Resources for Health  
Lay member, Professional Conduct panel, Nurses and Midwives Council  
Editorial Board member: Health Management, International Nursing Review, Nursing Standard, Employing Nurses and Midwives

### **Dr. Nick Busing, MD, CCFP, FCFP**

Dr. Nick Busing, MD, CCFP, FCFP, is a Full Professor and was appointed Chair of the Department of Family Medicine, University of Ottawa in 1996. He is a Fellow of the College of Family Physicians of Canada. He is also a former Program Director of Postgraduate Education for the Department of Family Medicine as well as having been Assistant Dean, Postgraduate Medical Education, University of Ottawa.

He has just completed a 4 year term as Chair of the Canadian Medical Forum (CMF), a group made up of representatives of all the major medical organizations in Canada, that meets to consult, build consensus, develop strategies and jointly act when appropriate. He has recently become a Co-Chair (Strategy Development and Implementation) for the CMF Task Force on "A Human Resource Strategy for Physicians in Canada". This Task Force is a collaborative effort between the medical community, HRDC and Health Canada.

Dr. Busing is a former President of the College of Family Physicians of Canada (CFPC) and a Past President of the CFPC's Section of Teachers. He continues to be active with the CFPC. He was the Chair of the CFPC Janus Project Coordinating Committee, which steers the CFPC to track the changing roles, needs and responsibilities of family doctors in Canada through demographic and descriptive data. Recently he has taken over responsibilities as the CFPC International Liaison Officer and has become the Ottawa representative of CFP

He recently stepped down (after 6 years) as Chair of Postgraduate Management Committee of the Council of Faculties of Medicine of Ontario (PGM:COFM) and as Chair, Management Committee, Ontario Physicians Human Resources Data Centre (OPHRDC)

### **Peter Carver - Director, Service and Workforce Planning, Department of Human Service Victoria**

Worked in the Public Sector for over 20 years in a number of government agencies and a range of roles, moving into the human service portfolio in 1990.

In late 2000 was appointed to take on the role as Director, Service and Workforce Planning. This was a new function in the Department aimed at rebuilding the capacity to respond to and develop a workforce planning and policy capacity for health services, to strengthen the Department's strategic service planning capability across all areas of human services and to coordinate the overall human service planning framework for Victoria's publicly funded health and other human services.

Although a new function and still in development, some of the key deliverables managed since that time that have been the first Nurse Recruitment campaign in 2000, establishment of the Nurse Practitioner model in Victoria, development of a state wide program to recruit GPs to rural Victoria, programs to support placing advanced medical specialists in rural hospitals and a range of funding programs to support continuing education for allied health professionals, workforce forecasts and plans for nursing, child protection, mental health and disability services. Peter is Victoria's representative on the Australian Health Workforce Officials Committee, chairs the national Jurisdictional Workforce Planners Group and sits on the Victorian higher Education Committee.

On the service planning side, other achievements included a whole of portfolio strategy for services to people with an acquired brain injury, a rural videophone pharmacy program and coordination program spanning cross government agencies to improve access and mobility in

rural locations. Strengthening the Department's service planning capacity has also been a major focus with the development of a service supply and demand forecasts and models for acute health services, child protection, disability services, ambulance service mental health, community health and homelessness and an integrated online spatially based service planning tool.

### **Nicky Cullum**

Nicky Cullum trained as a nurse in Liverpool, UK and gained a PhD in pharmacology at Liverpool in 1989. She is currently Director of the Centre for Evidence Based Nursing, and Professor, at the University of York, UK where she teaches and undertakes research in the broad area of effectiveness in health care, focusing particularly on areas relevant to nursing. Nicky is conducting several multicentre trials of wound care interventions; is Co-ordinating Editor of the Cochrane Collaboration *Wounds Group* (an international group of doctors, nurses, scientists and others who collaborate in producing systematic reviews of wound care research) and Co-Editor of the journal *Evidence Based Nursing*, published jointly by the Royal College of Nursing and BMJ Publications.

### **Justine Curnow**

Justine is the Deputy Executive Officer of the National Health Workforce Secretariat, based in Sydney, Australia. She joined the Secretariat in August 2000 from the Commonwealth Department of Health and Ageing, where she was the Assistant Director of the Health Workforce Section.

### **DR Judy Curson FFPH**

Dr Judy Curson is the Associate Dean for Hampshire and the Isle of Wight (HIOW) and the Wessex Deanery. She is also a member of the Audit Commission.

This covers two areas:

- National, leading the Workforce Review Team
- Local, as Patch Dean for Hampshire and the Isle of Wight

Dr Curson formerly worked as Assistant Medical Director at Frimley Park Hospital and as Director of Public Health for the North and Mid Hampshire Health Authority

### **Dale Dauphinee**

Born in Halifax, Nova Scotia, W. Dale Dauphinee received his M.D. degree from Dalhousie University in Nova Scotia in 1964. After residencies in Internal Medicine and Gastroenterology at Dalhousie and McGill University, he became a Fellow of the Royal College of Physicians and Surgeons of Canada (RCPSC) in 1968 in Internal Medicine and in Gastroenterology in 1971. Following a fellowship in Epidemiology at Johns Hopkins School of Public Health, he joined the Faculty of Medicine at McGill in Montreal where he was Co-Director of the McGill Robert Wood Johnson Clinical Scholar Program from 1973 – 1978. He subsequently held positions as Associate Dean of Medicine for Medical Education (1978-1984); Director of the Center for

Medical Education (1979-1993); Director of Internal Medicine - Residency Program (1984-1985); Director of the Center for Continuing Medical Education (1985-1987); Physician-in-Chief at the Royal Victoria Hospital (1987-1993) and Chair of the Department of Medicine at McGill (1990-1993). He was awarded tenure in 1974 and became full Professor in 1984. In late 1993, he moved to his current position as Executive Director of the Medical Council of Canada.

Dr. Dauphinee was awarded the Canadian Association for Medical Education (CAME) Award in April 1994, for distinguished service in medical education. He was awarded the 'Hubbard' Award from the National Board of Medical Examiners in March 1997, in recognition of his significant contributions to the pursuit of excellence in the field of evaluation in medicine.

His external contributions have included sitting on the Board of the Robert Wood Johnson Clinical Scholar Program, the Executive Board of the Association of American Medical Colleges, and the Board of the Institute for Clinical Evaluation. He currently is a Trustee for the American Board of Internal Medicine Foundation. He has served as consultant or advisor in Ireland, the United Kingdom, Europe, the Carribean, Asia, Australasia and the Gulf States. He is also on the editorial board of four (4) Journals.

Dr. Dauphinee's current research has focused on clinical assessment and on outcomes, as they relate to drug therapy and medical education.

### **Paul Gavel**

Paul Gavel is the Executive Officer to the National Health Workforce Secretariat, which supports the research program of the Australian Medical Workforce Advisory Committee, the Australian Health Workforce Advisory Committee and the Australian Health Workforce Officials Committee. AMWAC is an advisory committee to government on medical workforce planning and AHWAC is the advisory committee to government on nurse and allied health workforce planning. Further information on the national health workforce committees and work program is available at [www.healthworkforce.health.nsw.gov.au](http://www.healthworkforce.health.nsw.gov.au)

Paul has held a number of positions in the New South Wales and Australian government and he has broad policy experience in the health sector.

## **George Goldsand MD, FRCPC, FACP**

George Goldsand established the Division of Infectious Disease in the Department of Medicine at the University of Alberta and served as its Director from 1967 to 1984. As a founding member and past-president of the Canadian Infectious Diseases Society, he was active in the establishment of Infectious Diseases as a recognized Internal Medicine subspecialty in Canada. He served as the American College of Physicians Governor for Alberta from 1990-95. A longstanding interest in education led to appointment as Associate Dean for Postgraduate Medical Education in 1985, a position he held until 2000. For his contributions to postgraduate medical education in Canada, he was awarded Honorary Membership in the College of Family Physicians of Canada in 2000 and honoured with the James Graham Award by the Royal College of Physicians of Surgeons of Canada in 2002. Following appointment as Professor Emeritus in 2001, Dr. Goldsand has remained active as Senior Advisor to the Division of Studies in Medical Education, where he pursues his interest in the social responsibility of medical schools to produce the appropriate numbers and types of physicians to meet societal need.

## **Atul Grover**

Atul Grover is Chief Medical Officer in the National Center for Health Workforce Analysis (Bureau of Health Professions, Health Resources and Services Administration, US Department of Health and Human Services) where he aids in directing research related to physicians and other health professionals. Dr. Grover serves as a Commissioned Corps Officer of the US Public Health Service, in which he holds the rank of Lieutenant Commander. Prior to joining DHHS, he was a National Research Service Award fellow in health services research at the Johns Hopkins University where he is completing a PhD in Health and Public Policy. Dr. Grover is board certified in Internal Medicine, and completed residency at the University of California at San Francisco. He received his MD from the George Washington University and a Bachelors degree in Creative Writing from Cornell University.

## **Kevin Grumbach, M.D.**

Kevin Grumbach, MD is Professor and Vice Chair of Family and Community Medicine at the University of California, San Francisco. He is Chief of Family and Community Medicine at San Francisco General Hospital and Director of the UCSF Center for California Health Workforce Studies. His research on topics such as primary care physician supply and access to care, racial and ethnic diversity in the health professions, the nursing workforce, and the impact of managed care on physicians have been published in major medical journals such as The New England Journal of Medicine and JAMA and cited widely in both health policy forums and the general media. He co-authored the book, *Understanding Health Policy - A Clinical Approach*, published by Appleton-Lange. Portions of the book were excerpted in serial form by the Journal of the American Medical Association, and the book has become the best-selling textbook on health policy. He is also a co-author of the recent JAMA series *Innovations in Primary Care*.

Dr. Grumbach received a Generalist Physician Faculty Scholar award from the Robert Wood Johnson Foundation, the Health Resources and Services Administration Award for Health Workforce Research on Diversity, and in 1997 was elected a member of the Institute of Medicine, National Academy of Sciences. Dr. Grumbach practices family medicine at the Family Health Center at San Francisco General Hospital.

## **James A. Hallock, M.D.**

Dr. Hallock is President and Chief Executive Officer of the Educational Commission for Foreign Medical Graduates (ECFMG®). Prior to joining ECFMG on February 1, 2001, Dr. Hallock served as the Dean of East Carolina University Brody School of Medicine since 1988 and as Vice Chancellor for Health Sciences since 1990. He is a Fellow of the Academy of Pediatrics and a member of the USMLE Composite Committee, the National Board of Medical Examiners and the Advisory Committee of the Institute for International Medical Education. Dr. Hallock also serves as Chair of the Board of Directors of the Foundation for Advancement of International Medical Education and Research (FAIMER®), which is a separate non-profit foundation of the ECFMG.

## **Roderick S. Hooker, PhD**

Roderick S. Hooker is an associate professor and Chief of the Division of Health Services Research at the University of Texas Southwestern Medical Center in Dallas. Prior to joining the University of Texas in 1999, he was with Kaiser Permanente in Portland, Oregon.

Dr. Hooker's research has centered on health care organization, the workforce, and the maximum use of various non-physician clinicians in team-based healthcare delivery. This has led him to study a wide range of health workers from physicians, nurses and allied health both nationally and internationally. He serves as a consultant for various organizations including the US Army, the Canadian Forces and the Association of Physician Assistant Programs.

## **Professor John Horvath**

Professor Horvath is currently chairman of the Australian Medical Workforce Advisory Committee; which was established in 1995 to provide advice to government on Australian medical workforce planning and policy, and to conduct research into medical workforce issues.

He is also a member of the Australian Council for Safety and Quality in Health Care.

He is a former president of the New South Wales Medical Board, which oversees the registration of doctors in the State of New South Wales; and a former chairman of the Australian Medical Council, which is the peak council of medical registration bodies.

Professor Horvath is a professor of renal medicine at Sydney University and has worked for many years at one of Sydney's largest teaching hospitals, the Royal Prince Alfred.

In September, Professor Horvath will be taking up the position of Chief Medical Officer of Australia, in the Australian Department of Health and Ageing.

## **Brett Lennon**

Brett Lennon is the Assistant Secretary of the Workforce and Quality Branch in the Australian Department of Health and Ageing. He leads an area responsible for developing and coordinating a strategic approach to health workforce policy. This includes developing and implementing short and long-term policies that influence the supply, distribution and training of Australia's professional health workforce. Mr Lennon is an active participant in many committees which contain government, academic and private sector membership.

Mr Lennon joined the Workforce and Quality Branch in February 2003. Prior to this, he led the area of the Department which has responsibility for the Pharmaceutical Benefits Scheme (PBS), the Australian system of nationally subsidised medicines. Mr Lennon has also occupied many senior positions in the Departments of Finance, Treasury and the Australian Tax Office. He has been a professional public servant for 30 years.

Mr Lennon holds a Bachelor of Economics (Honours) degree from the University of Sydney.

### **Anne-Marie MacLellan, MDCM, FRCPC**

Anne-Marie MacLellan is Associate Professor, Department of Pediatrics, McGill University and Director of the Pediatric Network of the McGill University Health Centre. She practices Pediatrics at the Montreal Children's Hospital. She has held the positions of Director of the Emergency Room (1983-1989), of Associate Physician in Chief (1989-2000) at the Montreal Children's Hospital, and of Program Director (1991-1993) for the Pediatric Residency program of McGill University. From 1993-2002, she was Associate Dean for Postgraduate Medical Education and Professional Affairs for the Faculty of Medicine, McGill University. She was also Chair of the Canadian Postgraduate Medical Education Deans Committee (Association of Canadian Medical Colleges). In Quebec, she was Chair of the Quebec Postgraduate Deans and a board member of the Collège des Médecins du Québec. She is a member of the RCPSC Accreditation Committee. Currently her educational interests include the educational impact of the reduction in resident work hours, the feedback and evaluation process for residents and fellows, and the evaluation of telehealth technologies.

### **Professor Alan Maynard BA, BPhil, FAMS\*, Hon DSc(Aberdeen), Hon MFPHM**

Alan Maynard is Professor of Health Economics and Director of the York Health Policy Group in the Department of Health Sciences at the University of York. He is a Visiting Professor at the University of Aberdeen and the London School of Economics and Adjunct Professor at the Centre for Health Economics Research and Evaluation, University of Technology, Sydney. He was Founding Director of the Graduate Health Economics Programme at the University of York (1977-83) and Founding Director of York's Centre for Health Economics (1983-95). He is the Founding Editor of the professional journal Health Economics. He has worked for the World Health Organisation, the UK Department for International Development, the World Bank and the European Commission in over two dozen countries including, China, Malawi, Brazil, Georgia and South Africa. He has published extensively in academic journals, the medical media and written/edited ten books (e.g. Alan Maynard and Iain Chalmers (eds), Non Random Reflections on Health Services Research, BMA Press, 1997). He is on the editorial boards of 10 journals, including the British Journal of Obstetrics and Gynaecology. He is a Fellow of the UK Academy of Medical Sciences (\*). He has been involved in NHS management for twenty years and since 1997 has been Chairman of the York Hospital Trust, which is an acute unit with over 700 beds. He is looking forward to teaching in the new Hull-York Medical School, which takes its first students in September 2003, and opening their minds to the challenges of EBM, which is, of course defined as economics based medicine!

### **Barry McCormick**

Chief Economist at the Department of Health. Formerly, Professor at University of Southampton, 1991-2002, and Head of Department, 1992-1995, Academic Consultant to the Treasury, 2000-2001. Educated at Manchester University and Massachusetts Institute of Technology. Editorial Board of EJ Conference Volume 1992-5, founding editor of the Economic Review, 1983-92. Chair, RES Committee on the Public Profile of Economics Profession, 1999. Publications include the Economic Journal, Economica, Journal of Public Economics, Review of Economic Studies, Scandinavian Journal, Oxford Economic Papers, Scottish Journal of Political Economy, Journal of Development Economics, and the European Economic Review.

### **David J. McKnight**

I was born in the Niagara Region, my medical education and residency were at the University of Toronto. I am currently Associate Professor and Residency Program Director, Department of Anaesthesia, University of Toronto and a staff anaesthetist (or anaesthesiologist) at St. Michael's Hospital, Toronto.

For many years I have been active in the Royal College of Physicians and Surgeons of Canada and am currently a member of Council and Chair of the Accreditation Committee. This committee is responsible for the accreditation of approximately 675 programs in 52 specialties in Canada. For the past four years I have also been attending the meetings of the ACGME in the United States.

## **Jean Parboosingh MB, ChB; MSc**

Graduated in medicine from University of Edinburgh in 1965 and practiced as a general practitioner for six years in Edinburgh before moving to Canada. In 1985, graduated from University of Calgary with MSc in community health sciences. From 1988 until 1993, was Consultant, Health Services Research, Carewest, Calgary and Clinical Assistant Professor in Department of Community Health Sciences, University of Calgary. Joined Health Canada in 1993 as Senior Medical Consultant, initially in the area of cancer care developing guidelines for provincial screening programs for cervical cancer and educational programs in communication skills for physicians with a focus on breast cancer. Between 1999 and 2001, was involved with health human resource issues, specifically relating to physician supply and distribution. On return to Alberta in 2001, was appointed to the position of Clinical Professor in the Department of Community Health Sciences, University of Calgary and continues as Consultant to the Association of Canadian Medical Colleges on a collaborative project amongst all sixteen medical schools on social accountability.

## **Mike Pringle**

Mike Pringle is a part-time partner in a rural family practice in Nottinghamshire. He is also Professor of General Practice in Nottingham and Head of the School of Community Health Sciences. He was Chairman of the Royal College of General Practitioners from 1998-2001 and co-chaired the Diabetes National Service Framework. He is an elected member of the General Medical Council.

## **Edward S. Salsberg**

Mr. Salsberg is the Executive Director of the Center for Health Workforce Studies at the School of Public Health at the University at Albany of the State University of New York (SUNY). Mr. Salsberg established the Center in 1996. The Center conducts dozens of health workforce studies each year and is a national leader in the field. It is one of five organizations to receive a federal cooperative agreement to support health workforce studies. The Center conducts studies on the supply, demand, use and education of physicians, nurses, allied health professionals, and other health workers. The Center uses qualitative and quantitative methods in its studies, including extensive original data collection and analysis of existing data sources.

Mr. Salsberg, a frequent speaker across the country on issues related to the health workforce, has authored and co-authored numerous reports and papers on the health workforce. Mr. Salsberg is the chair of the U.S. delegation to the 2003 International Medical Workforce Conference. He has also been on the steering committee of the National Academy for State Health Policy since 1995 and was a member of the American Hospital Association's Commission on Workforce for Hospitals and Health Systems. Mr. Salsberg is also a member of the faculty at the School of Public Health in Albany. From 1984 until 1996, Mr. Salsberg was a Bureau Director at the New York State Department of Health. Mr. Salsberg received his Masters in Public Administration from the Wagner School at New York University.

## **Professor Bonnie Sibbald**

Bonnie is Professor of Health Services Research and Deputy Director of the National Primary Care Research and Development Centre (NPCRDC), University of Manchester. NPCRDC is a Department of Health funded research centre, which supports the development of primary health care through high quality, policy-related research. Bonnie is an experienced practitioner, manager and commissioner of health services research, with a particular interest in health care organisation and delivery in general practice. Her current research is focused on the general practice workforce where she is investigating issues relating to skill mix and general practitioner recruitment, retention and distribution.

## **Steven Simoens**

Steven Simoens is an administrator in the Health Policy Unit of the Organisation for Economic Co-operation and Development in Paris, France. He manages a project on how OECD member countries can create a medical workforce that is able to deliver the required quantity and quality of health care services that the population needs, while preserving the affordability of health care systems. He also leads a project on how OECD member countries can resolve nurse shortages. An economics graduate of the Catholic University of Leuven, Belgium, he received his Master of Science in Health Economics from the University of York, United Kingdom and his PhD in Economics from the University of Aberdeen, United Kingdom. He has previously worked in the Health Economics Research Unit and the Department of General Practice and Primary Care at the University of Aberdeen.

## **Dr Peter J Simpson MD FRCA**

Consultant Anaesthetist and formerly Medical Director  
North Bristol NHS Trust (Frenchay Hospital) 1982 - Present  
Bristol BS16 1LE  
Senior Clinical Lecturer in Anaesthetics  
University of Bristol

### **Qualifications:**

MRCS LRCP 1970  
MB BS (London) 1970  
FFA RCS (now FRCA) 1975  
MD (London) 1978

### **Other Appointments:**

President, Royal College of Anaesthetists 2003 -  
Elected member of Council RCOA 1997 -  
Physiology Examiner, Part II FRCA 1984 - 1996  
Chairman of Examination Committee European Diploma of Anaesthesiology  
and Intensive Care 1984 – Present  
Member of Executive Committee and Senate, European Academy of Anaesthesiology  
Chairman and Trustee NCEPOD  
Past - Chairman Royal Colleges International Forum  
President Tri-Service Anaesthetic Society 2002 -

## **Diane Skåtun**

Diane Skåtun is currently employed in the Health Economics Research Unit, at the University of Aberdeen. She graduated from the Department of Economics at the University of Aberdeen with a PhD entitled 'Econometric Bias and the Estimation of Male-Female Wage Differentials'. This reflects her interest in econometric concerns in applied work. She has maintained her links with the Economics Department and is an associate member of the Centre for European Labour Market Research within the Department. Since joining the Health Economics Research Unit, she has worked on a variety of projects including smoking cessation, and the continuing development of the use of discrete choice experiments within the health economics discipline. Currently she is concentrating on nursing issues including nursing supply models and the issues of skill-mix within the health care system.

## **Martin Staniforth**

Martin Staniforth is currently Deputy Director of Human Resources in the Department of Health with a focus on policy development across the NHS HR agenda. This includes leading work on modernising pay and contracts for employed staff and GPs and modernising regulation for doctors, dentists, nurses, therapists and other healthcare professionals.

Martin has worked for the Department of Health and its predecessor since 1975. His career has involved him in a wide range of issues including establishing NHS Trusts, implementing and monitoring the Junior Doctors' Hours New Deal, and performance management of the NHS. Before taking up his current job he was Head of Corporate Affairs in the NHS Executive with responsibility for a disparate range of issues including non-Executive appointments, quality and consumer issues, NHS relations with the private healthcare sector and supplies and procurement policy.

## **Steven Weinberger, M.D.**

Dr. Steven Weinberger, Professor of Medicine and Faculty Associate Dean for Medical Education at Harvard Medical School, is Executive Director of the Carl J. Shapiro Institute for Education and Research. He has previously served as Chief of the Pulmonary and Critical Care Division and is currently Executive Vice Chair of the Department of Medicine at Beth Israel Deaconess Medical Center. A graduate of Harvard Medical School, Dr. Weinberger received his residency training in Internal Medicine at the University of California – San Francisco and fellowship training in Pulmonary Medicine at the National Heart, Lung, and Blood Institute. As Executive Director of the Shapiro Institute, he has been actively involved in educational innovation both locally and nationally, and has co-directed three national working conferences (Millennium Conferences) on medical education and educational reform, co-sponsored by the Shapiro Institute and the Association of American Medical Colleges. Dr. Weinberger has received multiple teaching awards at Harvard Medical School, and in 2001 he received the Robert J. Glaser Distinguished Teacher Award from AOA and the Association of American Medical Colleges. He is author of the textbook Principles of Pulmonary Medicine (now in its 4<sup>th</sup> edition), is Editor-in-Chief of Up-To-Date in Pulmonary and Critical Care Medicine, and has served on the Editorial Board of The New England Journal of Medicine.

## **Michael E. Whitcomb, M.D. Senior Vice President, Division of Medical Education Association of American Medical Colleges**

Michael E. Whitcomb, M.D., received his undergraduate degree from The Ohio State University (1961) and his M.D. from the University of Cincinnati (1965). He completed an internal medicine residency and a fellowship in pulmonary medicine at Walter Reed General Hospital. He served as chief of the pulmonary disease services at Tripler Army Hospital and Walter Reed General Hospital before leaving the Army Medical Corps with the rank of Lieutenant Colonel in 1974. From 1974 to 1977 he was a member of the Pulmonary Disease Division at Boston University, and from 1977 to 1982 was Chief of the Pulmonary Disease Division at The Ohio State University. In 1981 he was appointed Associate Dean for Clinical Affairs, The Ohio State University College of Medicine, and Medical Director of the University Hospitals. During the academic year 1984-85 Dr. Whitcomb was a Robert Wood Johnson Health Policy Fellow of the Institute of Medicine (Congressional Fellowship Program). He subsequently served as Assistant Vice President for Health Services at The Ohio State University (1985-86), and as Dean of the schools of medicine at the University of Missouri-Columbia (1986-88) and the University of Washington (1988-90). He returned to Ohio State in 1992 to establish the university's Center for Health Policy Studies. In 1994 he moved to the American Medical Association as Director of the Division of Graduate Medical Education; he assumed his current position at the Association of American Medical Colleges on 1 March 1995. During the past ten years, Dr. Whitcomb has served as a member of the Council on Graduate Medical Education (1986-89) and as a consultant and advisor on physician workforce issues to a number of state and federal agencies, including the Office of the Assistant Secretary of Health (U.S. Department of Health and Human Services). He has also authored a number of papers and reports addressing topics related to graduate medical education and the physician workforce.