

BORIS KRALJ, PhD

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EDUCATION

- ◆ DOCTOR OF PHILOSOPHY (1994)
Department of Economics, York University, Downsview, Ontario
Field of Concentration: Labour Economics
Thesis Title: *Workers' Compensation Insurance Pricing: The Efficacy of Experience Rating*
Thesis Committee Members: Prof Fred Lazar, Barry Smith, and Leif Danziger
- ◆ MASTER OF ARTS (1985)
Department of Economics, York University, Downsview, Ontario
First Class Standing
- ◆ BACHELOR OF ARTS (1984)
Department of Economics, York University, Downsview, Ontario
Graduated Summa Cum Laude
- ◆ DIPLOMA (1982)
Civil Engineering Department, Ryerson University, Toronto, Ontario
Dean's Honour Roll

PROFESSIONAL TRAINING/COURSES

- ◆ MANAGEMENT SKILLS TRAINING:
Financial Literacy for Directors – Rotman School of Management;
MBA Essentials for Managers – Rotman School of Management;
Integrative Thinking – Rotman School of Management);
Negotiations Skills for Achieving ‘Win-Win’ Outcomes – Robert Harris Resources.
Management Skills for new Supervisors; Management I and II; Management
Problems of The Technical Person in a Leadership Role; Conflict Management; Progressive Discipline.
- ◆ FINANCIAL MARKETS: Canadian Futures Course (CSI), Canadian Options Course (CSI),
Professional Options Traders Course (TSE), Futures Floor Trader Course (TFE)
- ◆ DATA MINING: Applied Clustering Techniques, Decision Tree Modeling, Predictive Modeling,
Survival Data Mining, Neural Network Modeling, Applying Data Mining Techniques Using SAS
Enterprise Miner.
- ◆ DESIGNING AND IMPLEMENTING ECONOMIC EVALUATIONS OF MEDICINES
- ◆ ANALYTICAL APPROACHES TO SOLVING PROBLEMS IN COMMUNICATIONS AND MEDIA
- ◆ PROGRAM EVALUATION TRAINING: Understanding Program Evaluation; Planning and
Organizing the Evaluation Survey; Impact of Sample Design on Sample Results in Evaluation, Basic
Questionnaire Design and Use; Advanced Questionnaire Design; Program Logic Models; Focus Group
Research Overview.

EMPLOYMENT

- ◆ ADJUNCT ASSISTANT PROFESSOR, McMaster University, Department of Economics, July 2020 - present
- ◆ LECTURER, McMaster University, Department of Economics, September 2019 - present
- ◆ STUDENT ADVISOR/MENTOR, Topics in Advanced Health Economics (ECON 791), Department of Economics, McMaster University, Winter 2019
- ◆ CO-FOUNDER & PRINCIPAL CONSULTANT, Perspicacity Intelligence & Analytics, January 2018 - present
- ◆ EXECUTIVE DIRECTOR, ECONOMICS, RESEARCH & ANALYTICS, AND CHIEF ANALYTICS OFFICER (last position held), Ontario Medical association. March 1995 – December 2017
- ◆ CHIEF EXECUTIVE OFFICER (Acting), Ontario Medical association. June 2015 – Sept 2015
- ◆ SENIOR SCIENTIST, OpTx Corporation
July 2002 – June 2003
- ◆ LECTURER, University of Toronto
Department of Economics, September 2000 – May 2007
- ◆ LECTURER, Ryerson University
Department of Economics, September 1988 – April 2001
- ◆ RESEARCH ASSOCIATE, Institute for Clinical Evaluative Sciences
June 1996 - March 1997
- ◆ MANAGER, Ontario Workers' Compensation Board
Research and Evaluation Branch, Strategic Policy and Analysis Division
May 1994 - March 1995
- ◆ RESEARCH ANALYST, Ontario Workers' Compensation Board
Research and Evaluation Branch, Strategic Policy and Analysis Division
February 1989 - May 1994
- ◆ ECONOMIST, Ontario Ministry of Treasury and Economics
Primary Sector and Manufacturing Group, and Economic Forecasting Branch, Office of Economic Policy
July 1986 – February 1989

CONSULTING CLIENTS

- ◆ Coloplast Canada, AgeWell National Innovation Hub, IRGM Global Risk Management Consultants, McCague Borlack LLP, Lerner LLP, Lenczner Slaght, Ontario Association of Medical Laboratories, Ontario Compensation Employees Union (OCEU), OMA Section on General & Family Practice, Ontario Association of Gastroenterology, Eye Physicians & Surgeons of Ontario, OMA Section on Laboratory Medicine, OMA Pediatrics Section, Coalition of Ontario Psychiatrists, Canadian College of Naturopathic Medicine, AON Insurance; Ontario Ministry of Health & Long Term Care; Workplace Safety and Insurance Board (WSIB); OpTx Corporation; Risk Management Consultants of Canada Ltd.; Harte Barristers; Institute For Work and Health (IWH); PICEPS Consultants Inc.; The Association of Management, Administrative and Professional Crown Employees of Ontario (AMAPCEO); National Cancer Institute of Canada (NCIC); Croatian Community Services Inc.; Robert J. Allen, Barrister and Solicitor; D.E. Hyatt Enterprises Inc.; Council for a Tobacco-Free Ontario (CTFO); Macdonald and Partners LLP; Glass Associates.

TEACHING (University of Toronto, McMaster University, Ryerson University)

	Winter	Summer	Fall
1988			ECON 204
1989		ECON 204	ECON 204
1990	ECON 104		ECON 504
1991	ECON 504 ECON 605	ECON 504	ECON 204
1992		ECON 605	ECON 605
1993	ECON 504	ECON 605	ECON 605
1994		ECON 605 ECON 504	
1995	ECON 504	ECON 605 ECON 504	
1996	ECON 104	ECON 504	ECON 104
1997	ECON 104	ECON 605 ECON 504	ECON 104
1998	ECON 204	ECON 504	ECON 104 ECON 504
1999	ECON 204	ECON 605	ECON 104 ECON 504
2000	ECON 104	ECON 104	ECON 204 ECO239Y
2001	ECO239Y ECON 104	ECO239Y	ECO239Y ECMC40F
2002	ECO239Y ECMC40F	ECO239Y ECMC40F	ECO239Y
2003	ECO239Y	ECO239Y	
2005			ECO239Y
2006	ECO239Y		ECO239Y
2007	ECO239Y		
2019			ECON2T03
2020	ECON2A03 ECON791		ECON2T03
2021	ECON2A03 ECON791		
2022	ECON2A03 ECON791		ECON2A03

Key to Courses

ECON 104	Introductory Microeconomics (<i>Ryerson</i>)
ECON 204	Introductory Macroeconomics (<i>Ryerson</i>)
ECON 504	Intermediate Microeconomics (<i>Ryerson</i>)
ECON 605	Labour Economics (<i>Ryerson</i>)
ECO 239Y	Labour Markets and Policies (<i>University of Toronto</i>)
ECMC40F	Industrial Organization (<i>University of Toronto at Scarborough</i>)
ECON2T03	Economics of Trade Unionism and Labour (<i>McMaster</i>)
ECON2A03	Labour-Market Issues (<i>McMaster</i>)
ECON791	Topics in Advanced Health Economics (<i>McMaster</i>)

PROFESSIONAL AFFILIATIONS AND RELATED ACTIVITIES

Member of: American Economics Association; Canadian Economics Association; Ontario Health Human Resources Research Network (OHHRN); Canadian Health Human Resources Network (CHHRN).

Referee: Social Science and Medicine; Health Promotion and Chronic Disease Prevention Journal; Journal of Concussion; Healthcare Policy; Industrial Relations; Canadian Public Policy; Supportive Care in Cancer; The Association of Employment Practices and Principles; Workplace Safety & Insurance Board Research Advisory Council; Canadian Evaluation Society.

PUBLICATIONS

Refereed Journal Publications

- Kralj, B., O’Toole, D., Vanstone, M. and A. Sweetman (2022). “The Gender Earnings Gap in Medicine: Evidence from Canada”, **Health Policy**, Volume 126, Issue 10, pp. 1002-1009.
- Kantarevic, J., and Kralj, Boris (2016). “Physician Payment Contracts in the Presence of Moral Hazard and Adverse Selection: The Theory and its Application to Ontario”, **Health Economics**. Vol. 25(10).
- Kantarevic, J., and Kralj, Boris (2014). “Risk Selection and Cost Shifting in a Prospective Physician Payment System: Evidence from Ontario”, **Health Policy**. Vol. 115, No. 2-3.
- Blomqvist, Ake, Kralj, Boris, and Jasmin Kantarevic (2013). “Accountability and Access to Medical Care: Lessons from the Use of Capitation Payments in Ontario”, **E-Brief** 168, C.D. Howe Institute. Toronto, Ontario.
- Kantarevic, J., and Kralj, Boris (2013). “Link between Pay for Performance Incentives and Physician Payment Mechanisms: Evidence from the Diabetes Management Incentive in Ontario”, **Health Economics**. Vol. 22, No. 12
- Kralj, Boris and Kantarevic, J (2013). “Quality and Quantity in Primary Care Mixed Payment Models: Evidence from Family Health Organizations in Ontario”, **Canadian Journal of Economics**. Vol. 46, No. 1
- Kantarevic, J., Kralj, Boris, and Darrel Weinkauff (2011). “Enhanced Fee-for-Service Model and Physician Productivity: Evidence from Family Health Groups in Ontario”, **Journal of Health Economics**. Vol. 30, Issue 1.
- Kleinman, Steven, et al. (2010). “Modeling The Risk of an Emerging Pathogen Entering the Canadian Blood Supply”, **Transfusion**. Vol. 50, Issue 12.
- Kralj, Boris (2008). “The Physician Perspective”, commentary on Hurley, J et al.(2008) “Parallel Payers and Preferred Access: How Canada’s Workers’ Compensation Boards Expedite Care for Injured and Ill Workers”, **Healthcare Papers**. Vol. 8, No. 3.
- Kantarevic, J., Kralj, Boris, and Darrel Weinkauff (2008). “Income Effects and Physician Labour Supply: Evidence from the Threshold System in Ontario”, **Canadian Journal of Economics**, Vol. 41, No. 4.
- Campolieti, M., Hyatt, D., and Boris Kralj (2007). “Determinants of Stress in Medical Practice: Evidence from Ontario Physicians”, **Relations industrielles/Industrial Relations**. Vol. 62, No. 2.

- Ashbury, Fredrick, et al. (2006), "The Impact of a Quit Smoking Contest on Smoking Behaviour in Ontario", **Chronic Diseases in Canada**, Vol. 27, No. 2.
- Kralj, Boris, et al. (2003), "The Impact of Computerized Clinical Reminders on Physician Prescribing Behavior: Evidence from Community Oncology Practice", **American Journal of Medical Quality**, Vol. 18, No. 5.
- Ashbury, FD, Madlensky, L, Raich, P, Kralj, B, et al. (2003), "Antidepressant Prescribing in Community Cancer Care", **Supportive Care in Cancer**, 11:278-285.
- Ashbury, FD, Iverson, DC, and Boris Kralj (2001), "Physician Communication Skills: Results of a Survey of General/Family Practitioners in Newfoundland", **Medical Education Online** [serial online] Vol. 6(1). Available from URL <http://www.med-ed-online.org>
- Kralj, Boris (2001), "Physician Distribution and Physician Shortage Intensity in Ontario", **Canadian Public Policy**, Vol. XXVII, (2).
- Hyatt, Douglas E. and Boris Kralj (2000), "The Impact of Representation (and Other Factors) on the Outcome of Employee-Initiated Workers' Compensation Appeals", **Industrial and Labor Relations Review**. Vol. 53, No. 4.
- O'Sullivan, Brian, Gospodarowicz, Mary, Ashbury, Fredrick D., Kralj, Boris, and E. Kaegi, (1998), "Survey of Canadian Doctors' Attitudes to Cancer Staging", **Cancer Prevention and Control**, Vol. 2(6).
- Kralj, Boris and Darrel Weinkauff (1998), "Medical Services Supply Measurement: A Case for Access Modeling", **Canadian Family Physician**, Vol. 44, June.
- Weinkauff, D.J. and Boris Kralj (1998), "Medical Services Provision and Costs: Do Walk-In Clinics Differ from Other Primary Care Delivery Settings?", **Canadian Public Policy**, Vol. 24(4).
- Hyatt, Douglas E. and Boris Kralj (1995), "The Impact of Workers' Compensation Experience Rating on Employer Appeals Activity", **Industrial Relations**, Vol. 34, No. 1.
- Kralj, Boris (1994), "Employer Responses to Workers' Compensation Insurance Experience Rating", **Relations industrielles/Industrial Relations**, Vol. 49, No. 1.

Refereed Chapters in Books

- Kralj, Boris (2000), "Workplace Health and Safety: Effectiveness of the Economic and Regulatory Mechanisms", in **Workers' Compensation: Foundations for Reform**, edited by Gunderson, Morley and Douglas Hyatt. University of Toronto Press, Toronto, ON.
- Kralj, Boris (1995), "Experience Rating of Workers' Compensation Insurance Premiums and the Duration of Workplace Injuries" **Research in Canadian Workers' Compensation**, Kingston: Queen's University IRC Press, edited by Richard P. Chaykowski and Terry Thomason.
- Ashbury, Fred D., Kralj, Boris, Chan, Wing and Richard Allingham (1995) "Soft-Tissue Occupational Injuries, Age and Gender: An Analysis of Workplace Health in Ontario", in **The Human Individual and Social Organization**, CedarCreek Publications, edited by B. K. Tan.

Conference Proceedings

- Kralj, Boris and Douglas E. Hyatt, (1990) "Employer Appeals of Workers' Compensation Board Decisions: The Impact of Experience Rating", in **Teaching and Research in Industrial Relations**, Proceedings of the 27th Conference of the Canadian Industrial Relations Association, edited by Allen Ponak.
- Hyatt, Douglas E. and Boris Kralj (1991) "Workers' Compensation Costs and Competitiveness: Issues and Inter-Jurisdictional Comparisons", in **Women and Industrial Relations**, Proceedings of the 28th Conference of the Canadian Industrial Relations Association, edited by Donald Carter.

Other Journal Publications

- Kantarevic J., and Kralj, Boris (2017). "OMA 2017 Membership Satisfaction Survey: summary of results", **Ontario Medical Review**, April 2017.
- Kralj, Boris and Jasmin Kantarevic (2016), "Physician Budget Growth Drivers: role of technology intensity and chronic disease prevalence", **Ontario Medical Review**, Vol. 83, No. 9.
- Kralj, Boris (2016), "OMA 2016 Membership Value and Effectiveness Survey: Summary of Results", **Ontario Medical Review**, Vol. 83, No. 4.
- Clements, Kathleen & Boris Kralj (2016), "OMA Membership Demographic Profile", **Ontario Medical Review**, Vol. 83, No. 4.
- Kralj, Boris (2015), "Physician Services Budget Growth Update", **Ontario Medical Review**, Vol. 82, No. 10.
- Kralj, Boris & Jasmin Kantarevic (2013), "Inter-sectional income relativity: are we making progress?", **Ontario Medical Review**, Vol. 80, No. 6.
- Kralj, Boris & Ed Mansfield (2013), "Impact of physician practice overhead spending on the Ontario economy", **Ontario Medical Review**, Vol. 80, No. 5.
- Kralj, Boris & John Barber (2013), "Payment Reform in Ontario: Implementation of Episode Bundling/Quality Based Procedures", **Ontario Medical Review**, Vol. 80, No. 3.
- Kralj, Boris & John Barber (2013), "Physician payment reform – parlous or promising?", **Ontario Medical Review**, Vol. 80, No. 1.
- Kralj, Boris & Jasmin Kantarevic (2012), "Primary care model enrolment and hospital length of stay in Ontario", **Ontario Medical Review**, Vol. 79, No. 8.
- Kralj, Boris (2012), "Impact of OHIP funding cuts broad and deep", **Ontario Medical Review**, Vol. 79, No. 7.
- Kralj, Boris & George Marusic (2012), "OHIP funding cuts threaten physician supply", **Ontario Medical Review**, Vol. 79, No. 7.

- Kralj, Boris (2012), “Payments to physicians and practice overhead expenses: separating facts from fiction in Ontario”, **Ontario Medical Review**, Vol. 79, No. 5.
- Kralj, Boris (2012), “Government risks flight of medical school graduates, brain drain: attack on physicians resembles dark days of 1990s”, **Ontario Medical Review**, Vol. 79, No. 5.
- Kralj, Boris and Jasmin Kantarevic (2012), “General surgery in Ontario: volume and mix changes over time”, **Ontario Medical Review**, Vol. 79, No. 3.
- Kralj, Boris and Jasmin Kantarevic (2012), “Primary Care in Ontario: reforms, investments and achievements”, **Ontario Medical Review**, Vol. 79, No. 2.
- Kralj, Boris (2006), “Government Health Agenda Triggers Surge in Medical Services Utilization”, **Ontario Medical Review**, Vol. 73, No. 6.
- Kralj, Boris (2001), “Physician Human Resources in Ontario: The Crisis Continues”, **Ontario Medical Review**, Vol. 68, No. 9.
- Kralj, Boris (2000), “Measuring ‘Rurality’ for Purposes of Health Care Planning: An Empirical Measure for Ontario”, **Ontario Medical Review**, Vol. 67, No. 9.
- Kralj, Boris (1999), “Physician Human Resources in Ontario: A Looming Crisis”, **Ontario Medical Review**, Vol. 66, No. 4.
- Kralj, Boris (1998), “Examining Trends in Medical Services Utilization”, **Ontario Medical Review**, Vol. 65, No. 3.
- Kralj, Boris (1997), “1997 Ontario Budget: Summary and Analysis”, **Ontario Medical Review**, Vol. 64, No. 5.
- Kralj, Boris (1996), “1996 Ontario Budget: Summary and Analysis”, **Ontario Medical Review**, Vol. 63, No. 6.
- Kralj, Boris (1996), “Let’s Stick to the Facts: Correcting Some Myths and Misconceptions about Medical Practice in Ontario”, **Ontario Medical Review**, Vol. 63, No. 2, pp.43-49.
- Kralj, Boris (1995), “The Utilization of Medical Services in Ontario”, **Ontario Medical Review**, Vol. 62, No. 8, pp.17-25.
- Kralj, Boris (1995), “The Efficacy of Workers’ Compensation Insurance Experience Rating”, **AWCBC News**, Vol. 2, Issue 3.

Reports to Governments, Commissions and Taskforces

- “Residential Care Sector Personal Support Worker (PSW) Work Force: Characteristics, Trends and Projection” (With Arthur Sweetman), September 2022. A report prepared for AgeWell Innovation Hub.
- “A Study of the Impacts of WSIA Coverage Expansion in Ontario”, April 2019. A Report prepared for the Ontario Compensation Employees Union.
<https://secureservercdn.net/198.71.233.109/e14.746.myftpupload.com/wp->

- “Ontario Population Needs-Based Physician Simulation Model” (with Dan Singh, et all), August 2010. Report of Physician Human Resources Working Group.
- ”Retention, Retirement, and Physician Workforce Lifecycle Planning: Development of a Physician Retention Program” (with Jasmin Kantarevic), March 2007. Report to OMA Physician Services Committee.
- ”Quantification of Unattached Patients in Ontario”, November 2006. Report to Physician Services Committee Unattached Patient Working Group.
- ”Physician Attrition in Ontario: An Application of Survival Analysis in the Development of a Physician Attrition Index (PAI)”, March 2005. Report to Underserved Area Program, Ontario Ministry of Health and Long-Term Care.
- ”Ontario Physician Earnings: Measurement and Trends”, September 2003. Report to Ontario Medical Association Board of Directors.
- ”Measuring ‘Rurality’ for Purposes of Health Care Planning: An Empirical Measure for Ontario”, August 2000. Report to Physician Human Resources Committee.
- “Evaluation of the WCB Community Clinic Program: The Early Claimant Cohort Analysis”, Institute for Work and Health, 1995, (with Erdeljan, S., Hogg-Johnson, S., Lee, D., Mondloch, M., and Sinclair, S.)
- “Full-Time Equivalent (FTE) Measures of Physician Resource Supply” in Report of the National Ad Hoc Working Group on Physician Resource Planning, September 1995.
- "Alternative Disability Compensation Systems", Strategic Planning Coordinating Committee, Ontario Workers' Compensation Board, April 1993, (with Raso, G., Welton, I., and A. Parsons).
- "Health and Safety", Strategic Planning Coordinating Committee, Ontario Workers' Compensation Board, June 1993, (with Welton, I., Morsillo, J., and R. Allingham).
- "Workers' Compensation Experience Rating and Firm Behaviour", Ontario Workers' Compensation Board, January 1993.
- "Workplace Accident Reporting Practices Study", Ontario Workers' Compensation Board, July 1992, (with Allingham, R., Ashbury, F. D., and P. Pejovic).
- "New Experimental Experience Rating (NEER) Program Evaluation Study: Report of Research Findings and Discussion of Future Issues", Ontario Workers' Compensation Board, June 1990, (with Allingham, R.).

COMMENTARY & PRESENTATIONS AT CONFERENCES/MEETINGS

- “Gender pay gap in Canadian medicine – yes, it’s real!”, September 2022. CanadianHealthcareNetwork.ca, [Gender pay gap in Canadian medicine—yes, it’s real! | Canadian Healthcare Network](#)

- “Defund Relativity”, August 2020. CanadianHealthcareNetwork.ca, <https://www.canadianhealthcarenetwork.ca/physicians/discussions/defund-relativity-59772>
- “Research project shows visible minority MDs annually earn 88% of what white physicians earn in Canada”, August 2019. CanadianHealthcareNetwork.ca, <https://www.canadianhealthcarenetwork.ca/physicians/discussions/data-project-shows-visible-minority-mds-annually-earn-88-of-what-white-physicians-earn-in-canada-56752>
- “Male FPs out-earn women FPs annually by over 30%: Ontario data”, March 2019. CanadianHealthcareNetwork.ca, <https://www.canadianhealthcarenetwork.ca/physicians/discussions/male-fps-out-earn-women-fps-annually-by-over-30-ontario-data-55690>
- “Relativity and CANDI: A Primer.” (November 2016), Ontario Association of General Surgeons Annual Meeting, Toronto, Ontario.
- “Rural & Northern Physician Incentives, Supply & Distribution.” (November 2014), Fall Rural Caucus, Toronto, Ontario.
- “Physician human resources, payment, and productivity.” (October 2014), Fall 2014 Academic Medicine Forum, Toronto, Ontario.
- “Primary Care Reform in Ontario.” (September 2013), 2013 Symposia of Ontario Research Chairs, York University Glendon College, Toronto, Ontario.
- “Progress on Inter-Sectional Relativity: are we there yet? are we there yet?” (May 2013), Ontario Medical Association General Council Meeting, Hamilton, Ontario.
- “Lessons from Ontario’s transition to capitation payment for primary care physicians” (November 2012), C.D. Howe Institute Health Policy Council, Toronto, Ontario.
- “Physician Resources: needs-based assessment of future supply” (October 2012), 2012 National Health Policy and Negotiations Conference, Canadian Medical Association. Ottawa, Ontario.
- “Primary Care in Ontario: reforms, investments and achievements” (May 2012), Annual Meeting of the Section of General and Family Practice, Toronto, Ontario.
- “Relativity: Deja vu all over again?” (Nov 2011), Ontario Medical Association General Council Meeting, Toronto, Ontario.
- “Negotiations 2010: Economics Background” (Nov 2010), Ontario Medical Association General Council Meeting, Toronto, Ontario.
- “Ontario Physician Simulation Model” (Nov 2010), CMA Presidents’ Forum, Ottawa, Ontario
- “Physician Health Human Resources” (May 2010), Ontario Medical Association General Council Meeting, Toronto, Ontario.
- “GP Payment Models and Productivity: FFS vs FHG” (2007), ICES ‘Health Care 2007: Integrating planning, measurement and evaluation’ Conference, Toronto, Ontario.

- “Medical Economics and Health Human Resources Update” (2006), Ontario Medical Association General Council Meeting, Toronto, Ontario.
- “Ontario’s Health Care System from an Economic Perspective”, (2005) Ontario Chamber of Commerce, Toronto, Ontario.
- “Trends in Obstetrical Practice in Ontario”, (2003) Association of Professors of Obstetrics and Gynaecology of Canada, Toronto, Ontario.
- “Measuring Rurality for Health-Care Planning”, (2001) Annual Scientific Assembly, Ontario College of Family Physicians, Toronto, Ontario
- “OMA-Ministry of Health Physician Human Resources Committee, Ratios and Their Limitations”, (1999) Medical Human Resources Planning: In Theory and In Practice, London, Ontario
- “Access Modelling” (1999), Medical Human Resources Planning: In Theory and In Practice, London, Ontario
- "Health Economics", (1997) York University - Glendon College, Living and Learning in Retirement Lecture Series, Toronto, Ontario.
- "Analyses of Severity and Type of Injury for Workers' Compensation Claims", (1995) 11th International Symposium on Epidemiology in Occupational Health, Noordwijkerhout, The Netherlands.
- "The Ageing Health Care Worker: Managing Their Health and Safety in the 1990's", (1994) Annual General Meeting of the Occupational Health and Safety Forum of Metropolitan Toronto, Sunnybrook Hospital, Toronto, Ontario.
- "Segmented Labour Markets and Workplace Health and Safety in Ontario", (1994) Canadian Sociology and Anthropology Association Meetings, University of Calgary, Calgary, Alberta.
- "Employer Health and Safety Characteristics and Workplace Accident Performance", (1993) Canadian Industrial Relations Association Meetings, Carlton University, Ottawa, Ontario.
- "Workers' Compensation Experience Rating Incentives and Claim Duration", (1993) Advances in Workers' Compensation Conference, Queen's University, Kingston, Ontario.
- "Workers' Compensation Costs and Competitiveness: Issues and Inter-Jurisdictional Comparisons", (1991) Canadian Industrial Relations Association Meetings, Queen's University, Kingston, Ontario.
- "Employer Appeals of Workers' Compensation Board Decisions: The Impact of Experience Rating", (1990) Canadian Industrial Relations Association Meetings, University of Victoria, Victoria, British Columbia.