

3SO Board Members

Allan Katz - Independent - Chair

Greg Finlayson - Independent - Vice Chair

Earl Hough - Independent

Wayne Coveyduck - Lennox & Addington County General Hospital

Mary Clare Egberts - Quinte Healthcare - Treasurer

Nick Vlacholias - Brockville General Hospital

Brian Allen - Perth & Smiths Falls District Hospital

Dr. David Pichora - Kingston Health Sciences Centre

Cathy Szabo - Providence Care Hospital

Allan Katz - Chair

Independent Director

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Allan Katz has held several health care leadership positions across Eastern Ontario and Northern Ontario. From 2004 to 2010, Allan was the managing director of the Health Care Network of Southeastern Ontario - the organization that helped lay the foundation for the creation of 3SO, in partnership with the seven local hospitals and the Ministry of Finance.

Originally from Montreal, Allan currently resides in Kingston with his family. He was an advanced care paramedic before completing an undergraduate degree in human physiology from McGill. He is also a graduate of the University of Toronto's MHS Health Administration program and the Rotman School of Management's Advanced Health Leadership program.

Greg Finlayson, PhD

Independent Director

Greg Finlayson is a resident of Kingston, and has worked as a research scientist at the Manitoba Centre for Health Policy (MCHP), a research unit within the Faculty of Medicine at the University of Manitoba, since 1997. Prior to that he was employed with health-related non-profit organizations

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including the Red Cross (Manitoba Division) and the Manitoba Dental Association. He obtained his PhD in Public Health (Health Policy and Administration) at the University of Illinois at Chicago, and has experience in the fields of accounting and applied economics. He held the Certified Association Executive (CAE) designation while working in the non-profit sector. His scholarly work primarily focuses on the cost of health care within the context of improving the health of the population.

Greg has participated in several national committees involving health human resources, benchmarking of health services, and hospital reporting. In addition to his work with the 3SO Board he sits on the Boards of Directors of the Carolyn Sifton Foundation and the Seniors Association Kingston Region.

Earl Hough

Independent Director

Earl Hough received his Masters of Industrial Relations degree from the University of Toronto in 1981. He has spent his entire career in the Human Resources and Industrial Relations field in both the private and the public sectors.

While at Loblaw Companies, Earl was the Director of Human Resources for Loblaw Companies East Supply Chain. That covered responsibility for the HR activities in Ontario, New Brunswick and Nova Scotia. During that time, a one million square foot distribution centre was built in Cambridge which provided a number of human resources challenges. From a healthcare perspective, Earl was the Director of Human Resources for both the Wellesley Hospital in Toronto and Quinte Health Care in Belleville. The Wellesley, at the time, was a University of Toronto teaching hospital and Quinte Health Care is a multi-site community hospital.

While in Toronto, Earl served as board chair at the ALDER Centre which was an organization designed to facilitate work opportunities for individuals with learning disabilities.

Wayne Coveyduck

Chief Executive Officer, Lennox & Addington County General Hospital

Wayne Coveyduck is currently the CEO at the Lennox and Addington County General Hospital in Napanee, Ontario. He came to Napanee in December of 2008 from the University of Guelph where he was the CEO of the Veterinary Teaching Hospital for two years. Prior to joining the University of Guelph, Wayne worked in Northeastern Ontario where he was the CEO of Temiskaming Hospital in New Liskeard for twenty years. Over his career, Wayne has served on various committees and task forces with the Ontario Hospital Association, the Ministry of Health and Long-Term Care and both the Canadian and American Colleges of Health Care Executives.

In addition to being an Engineer, Wayne has completed undergraduate programs in Business and Psychology. He holds a Masters Degree in Healthcare Administration and is a fellow in both the Canadian and American Colleges of Healthcare Executives.

Cathy Szabo

President and CEO, Providence Care Centre

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Cathy Szabo is the President & Chief Executive Officer of Providence Care, the leading provider of Aging, Mental Health and Rehabilitative care in southeastern Ontario.

Her experience has focused on Health System Improvement, creating organizational cultures of quality and excellence while delivering patient care that meets individuals needs.

Under her leadership, Central CCAC developed a Medication Management Support Services program which was awarded Best Innovation Healthcare Practice in Canada by the National Research Corporation (NRC). Additionally, this program was recognized at the bronze level by the Institute for Public Administration of Canada (IPAC).

A dedicated advocate for healthcare, Cathy is a member of the International Society for Quality in Health Care; Osgoode Hall Health Law Program; and GS1 Canada Health Care Advisory Council and the HQO IDEAS Strategic Advisory Committee – Improving and Driving Excellence Across all Sectors. Cathy is past chair of HIROC- the Healthcare Insurance Reciprocal of Canada.

Cathy holds a Master of Public Health, a Bachelor of Science in Nursing degree and a diploma of Clinical Administration from the Ontario Hospital Association. She is a Registered Nurse and a Certified Health Executive with the Canadian College of Health Leaders.

Mary Clare Egberts

President and CEO, Quinte Health Care (QHC)

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Mary Clare Egberts is President and Chief Executive Officer of Quinte Health Care (QHC), a four hospital health care system in South Eastern Ontario. She has a passion for making a difference for patients and families, while also creating an exceptional workplace for staff and physicians. With more than 25 years of health care experience, Mary Clare has held executive positions at North York General, Toronto East General and Markham Stouffville Hospitals. She previously worked in private industry.

Mary Clare is a graduate of the University of Toronto, holding a degree in Commerce and Economics, is a Chartered Professional Accountant, and a member of the Canadian College of Health Leaders.

As a highly committed and authentic leader, Mary Clare has a proven track record leading change in complex environments. She is currently helping to lead transformational change in the regional health care system to better meet the needs of local communities. Using her communication and collaboration skills, she is educating people about the need for extensive reform within the hospital system and involving them to help find the right long-term solutions.

Nick Vlacholias

President and CEO, Brockville General Hospital

Mr. Nicholas Vlacholias joined Brockville General Hospital as President and Chief Executive Officer in July 2017. Previously, he served as the Senior Vice President and Chief Financial Officer at the Children's Hospital of Eastern Ontario (CHEO) leading a team comprised of clinical departments and corporate services. Mr. Vlacholias has more than 20 years of experience transforming and integrating health care organizations into high-performing centres. Prior to joining CHEO in March 2012, Mr. Vlacholias served as the Chief Operating Officer at Cornwall Community Hospital where he successfully led the complex merger of the two Cornwall Hospitals. Since 2004, he has participated as a Director with the Eastern Ontario Regional Laboratory Association (EORLA). In addition, over the past five years he has served as a member of the Board of Directors for the newly amalgamated Mohawk Medbuy Corporation and its predecessor organization Medbuy Corporation.

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Mr. Vlacholias is a Chartered Professional Accountant (CPA, CA) and graduated from the Honours Bachelor of Business Administration from Wilfrid Laurier University in 1990.

Dr. David Pichora

President and CEO, Kingston Health Sciences Centre

Dr. David Pichora is the former Chief Executive Officer (CEO) of Hotel Dieu Hospital site, an academic ambulatory care hospital in Kingston, Ontario that is accredited with exemplary standing. He held the position of Chief of Staff at Hotel Dieu from July 2004 through early 2009 when he was appointed Chief Executive Officer, a position he has held until March 2017. Under his leadership, the Hotel Dieu Hospital site has implemented an innovative Total Joint Replacement Program in a short stay unit; begun a Bariatric Regional Assessment and Treatment Centre; introduced dermatology and Mohs microsurgery programs; and completed a major facilities upgrade. In addition, he co-chairs a regional forum of hospital, Community Care Access Centre and Local Health Integration Network CEOs.

Dr. Pichora completed his orthopedic surgery residency at Queen's University and clinical fellowships at the University of Toronto and University of Alabama, Birmingham. He is a Professor of Surgery and of Mechanical and Materials Engineering at Queen's University and has been on the medical staff at Hotel Dieu Hospital and Kingston General Hospital sites since 1986. He served from 1994 through 2008 as Divisional Chair of Orthopedic Surgery at Queen's University, Hotel Dieu Hospital site and Kingston General Hospital site. He is a founding member, a lead researcher and Board member for the Human Mobility Research Centre (HMRC) at Queen's University, and Past President of the Ontario Orthopaedic Association and the International Society for the Study of Computer Assisted Surgery. An internationally recognized leader in orthopaedics and trauma, Dr. Pichora is a pioneer in the use of motion analysis techniques for documenting patterns of disease in upper extremities. He co-pioneered the world's first computer-assisted distal radius osteotomy. He has received numerous research grants including Canada Foundation for Innovation (CFI) and matching Ministry of Research and Innovation (MRI), and CIHR/NSERC Collaborative Health Research Projects (CHRP) grants in the field of computer navigated orthopaedic surgery. He was named the Paul B. Helliwell Chair in Orthopaedic Research in 2015.

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