

### **Letter of Motivation for the Chair of the Medical and Anti-doping Committee position**

I have been in leadership roles at Boxing Canada, McMaster University, and the Canadian Academy of Sports and Exercise Medicine (CASEM) for years. These involvements have allowed me to shape policies that significantly impact these organizations and influence policies at other institutions. Furthermore, I have gained valuable expertise and experience in education, anti-doping, and judging reliability, which will contribute significantly to World Boxing.

### **Education**

I am completing my corporate strategy and marketing certificates from Harvard University as part of my graduate degree in management. In 2016, I graduated with a leadership and policy Ph.D. Recently, I completed a master's degree from the University of Oxford. I am certified as a sports medicine specialist and licensed to practise medicine in Ontario, Canada, New York, USA, and Florida, USA.

### **Executive and Leadership Experience**

I am currently the Medical Director of Boxing Canada for over ten years. In addition, I have been the Research Chair of the CASEM for over eight years. In this role, I organize peer reviewers to assess the annual grant applications and the yearly national conference abstract submissions. I was the Chair of the Medical School Admissions at McMaster University. As the Chair, I trained and managed a fair and reliable admission system that was the envy of medical schools worldwide. I was credited as one of the five visionaries who pioneered the Multiple Mini Interviews (MMI) for medical school admissions. Since then, the MMI has gained worldwide recognition and has been adopted by medical schools, such as Duke and Stanford Universities. I oversaw the admissions process, which included training staff and interviewers, planning the interview weekends, and resolving potential conflict of interest issues of assessors.

In addition, I was deeply involved in MMI's early marketing campaign, which resulted in its widespread adoption by different universities and organizations. I coached these organizations to implement their MMI process and generate interview questions. Through my role as Chair of MD Admissions, I demonstrated the ability to manage, lead, and inspire faculty, staff, and students to a high level of performance and accomplishment. Furthermore, I was on the McMaster medical school's executive committee for their undergraduate program.

I am the President and CEO of the Ancaster sports medicine rehabilitation clinics in the city of Hamilton. Besides my sports medicine practice, I have operated our rehabilitation clinics successfully since 1996. As the President, I guide my professional and administrative staff to a top level of service. As a result, we receive between 100 to 150 new patient referrals per month from family physicians and specialists to our clinics.

I have covered boxing in various roles at international games during the Olympics, Pan American Games, Commonwealth Games, World Championships, and European Games. Over 24 years and through various roles, I gained a wealth of experience in boxing as a ringside physician, field-of-play physician, team physician, Lead Physician, and a member of the anti-doping team, which I believe will be an asset as the Chair of the World Boxing Medical and Anti-doping committee.

### **Vision for the committee**

My vision for the committee is fair and safe boxing. My vision for fair and safe boxing extends to the physicians on the Medical and Anti-doping committee and eventually boxing physicians worldwide, athletes and their coaches, and referees through cross-collaboration with other committees to improve the referee judging reliability due to my statistical expertise in this area.

1) Education. To establish integrity and credibility, the first step is to train the physicians involved with World Boxing at the highest level of skill set to ensure safety. I was at the AIBA Ringside Physician training course in Sicily, Italy, in 2014. After attending the course, I proposed to the AIBA executives to examine the program we taught at McMaster University for them to see the difference in the quality of the products. I am at the full professor rank, clinical track at McMaster University and have been the Chair of one of their Continuing Medical Education (CME) programs for over 24 years. In the 24 years the program has been in operation, we ran a successful, professional, and highly valued CME program where we improved the McMaster brand judging by the number of professional student enrolments each year in a highly competitive field. I envision having the ringside physician course offered at the university level in conjunction with World Boxing to enhance the education level and quality. As I am in the middle of planning to run a program with the School of Extension at Harvard University, this could be a potential avenue to train our ringside physicians.

2) Anti-doping. I have published, as the principal author, four peer-reviewed research articles on anti-doping, some of which influenced the anti-doping rules. In addition, I have presented our anti-doping research at sports medicine conferences. Before the COVID-19 pandemic, I was going to head up the Centre for Anti-doping Evidence at my institution, but the pandemic delayed its implementation. My team and I had over five abstract articles accepted in sports medicine conference proceedings. I have been trained at anti-doping workshops in Canada and enriched my anti-doping experiences as a member of the anti-doping team at the previous two European Games. Also, I will be completing my Doping Control Officer training this fall by the International Testing Agency. During national championships, my team and I gave seminars on concussions, laceration management, anti-doping, and weight-cutting to our athletes and coaches. I wish to impart my knowledge in anti-doping to the athletes and their coaches at the World Boxing level, as I have done at the Canadian national championship level.

3) Judging Reliability. I was a field-of-play physician at the 2016 Olympics in Rio de Janeiro and personally witnessed the troubled judging at ringside. I proposed to the AIBA Boxing Medical Directors about studying the boxing judging reliability to improve fairness to our athletes. I have expertise in this area as my Ph.D. thesis was in the field of generalizability theory. I have applied my expertise in generalizability theory for medical school admissions interview judging and selection of potential medical students. As mentioned at the beginning of this letter, my team and I created the MMI tool that saw international success.

Being at Boxing Canada, McMaster University, and CASEM has allowed me to develop and refine aspects of my teaching, research and service that are highly valued at these institutions and central to my devotion to excellence. I look forward to continuing fine-tuning my leadership skills and shaping policies that will have a positive influence on the boxing sports community as the Chair of the World Boxing Medical and Anti-doping Committee.