

DR. MICHAEL S. ROSS *Psychiatry* *Occupational ψ Organizational ψ Medicolegal*

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Providing secure, effective, defensible Virtual IMEs across Canada

Biography

Dr. Ross is a Fellow of the Royal College of Physicians and Surgeons of Canada with a specialist Certification in Psychiatry. He has Certification in Medical-Legal Expertise. In his clinical, occupational, organizational and medico-legal practices he assesses/treats patients with various types and degrees of mental illness, impairment and disability. He frequently provides secure, effective, defensible Virtual IMEs across Canada.

Dr. Ross assisted the WSIB Health Policy Committee on revision of their Mental Stress Guidelines on psycho-traumatic workplace injuries as OMA representative. He served on the Executive of the OMA Section on Occupational and Environmental Medicine and was its Vice-Chair for two terms. He worked as the medical community representative to the PAF Project Advisory Committee of the Financial Services Commission of Ontario.

Dr. Ross worked on the Canadian Society of Medical Evaluators' Board, was President, and in 2018 received its Michel Lacerte Award of Excellence. He was also elected to the Councils of the Ontario Medical Association, where he was on the Committee on Work and Health for many years; and the Medico-Legal Society of Toronto, where he Chaired the Communications and Liaison Committee.

Dr. Ross practices occupational and organizational psychiatry with a focus on individual health and workplace productivity. He regularly conducts examinations in this realm, providing IMEs of employees primarily at the requests of occupational physicians and nurses for employers that include corporations, small businesses and health facilities. He also conducts IMEs for professional associations, unions and employee assistance programs.

In the medico-legal arena Dr. Ross provides record reviews, trial/tribunal consultations and IMEs at the requests of plaintiff and defence counsel, for whom he also conducted catastrophic impairment examinations in complex cases.

Dr. Ross has testified as a psychiatric expert in civil and criminal trials.

MICHAEL S. ROSS, BA, MD, FRCP, CMLE (ON)

Occupational Ψ Organizational Ψ Medicolegal Psychiatry

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Education

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|------------|--|
| 2018, 2024 | Certifications in Medical-Legal Expertise
Canadian Society of Medical Evaluators and
Canadian Academy of Psychologists in Disability Management |
| 1978 | Fellowship in Psychiatry
University of Toronto |
| 1974 | Doctor of Medicine
University of Toronto |
| 1970 | Bachelor of Arts
University of Toronto |

Additional Training

- | | |
|-------------|---|
| 2018 | Certification in Medical-Legal Expertise (CMLE) Program |
| 2017 | Certification in Catastrophic (C-CAT) Program |
| 2013 | Canadian Forensic Psychiatry Review Course |
| 2008 - 2010 | Insurance Medicine and Medicolegal Expertise
University of Montreal |
| 1997 | Corporate Therapy and Consulting:
Coping with Organizational Change and Crisis
Medical College of Wisconsin |
| 1990 | Mediation Training
University of Toronto |
| 1979 | Family Therapy Training
University of Toronto |
| 1974 | Biofeedback and Stress Management
University of Toronto |
| | Group Psychotherapy
Menninger School of Psychiatry |

Positions

- 2021-2022 **Chair, Communications and Liaison Committee**
Medico-Legal Society of Toronto
- 2020-2022 **Council Member**
2013-2015 Medico-Legal Society of Toronto
- 2011-2013 **Guidelines Review Committee Chair**
Bylaws Review and Membership Committees' Member
Canadian Society of Medical Evaluators
- 2010 **Member**
Medico-Legal Society of Toronto Committee
Audio or Video Recording of Defence Medicals:
Submission to the Rules Committee
- 2009-2011 **Chair**
Single Joint Expert Committee and Pilot Project
Canadian Society of Medical Evaluators
- 2005-2007 **President**
Canadian Society of Medical Evaluators
- 2005-2006 **Medical Community Representative**
Pre-Approved Framework Project Advisory Committee
Financial Services Commission of Ontario
- 2004-2007 **Vice Chair**
Section on Occupational and Environmental Medicine
Ontario Medical Association
- 2002-2004 **Vice President**
Canadian Society of Medical Evaluators
- 2002-2004 **Advisor/Research Liaison, Ad Hoc Research Committee**
Ontario Occupational Health Nurses Association
- 2000-2004 **Member**
Committee on Work and Health
Ontario Medical Association
- 2000-2007 **Executive Committee Member**
Section on Occupational and Environmental Medicine Ontario
Medical Association
- 1998-2000 **Inaugural Member**
Canadian Business and Economic Roundtable on Mental Health

- 1997-1998 **Peer Reviewer, Grants and Awards Advisory Committee**
Workers' Compensation Board of British Columbia
- 1997-1999 **Chair/Vice-Chair, Communications Committee**
Academy of Organizational and Occupational Psychiatry
- 1996-2004 **Founding Director**
Centre for Occupational and Organizational Psychiatry
North York General Hospital
- 1995-2003 **Independent Medical Examiner**
College of Nurses of Ontario
- 1994- **Occupational, Organizational and
Medico-legal Psychiatrist**
Careful Disability Consultants Limited
- 1993-2008 **Delegate to Council**
Ontario Medical Association
- 1980-2008 **Staff Psychiatrist**
North York General Hospital
- 1979-1988 **Pain, Stress Management and Biofeedback Clinic**
Psychosomatic medicine in private practice
- 1978-1979 **Board of Directors**
Chair, Section of Psychiatric Residents
Canadian Psychiatric Association
- 1976 **Chair, Panel on Spouses of Psychiatric Residents**
American Psychiatric Association Meeting, Toronto
- President**
Psychiatric Resident's Association of Toronto
Department of Psychiatry, University of Toronto
- Negotiating Committee Member**
Professional Association of Interns and Residents of Ontario

Presentations, Publications and Productions

- 2021 **The Medico-Legal Report 2021, a 3-Part Webinar Series**
Getting Expert Testimony Admitted: A Gatekeeper to be Reckoned With
Preparing the Report for Submission and Court
Medico-Legal Society of Toronto Webinar and Panel

Don't Catch COVID: Catch Up on CATASTROPHIC IMPAIRMENT
Virtual Psychiatric Catastrophic Examination: Informed Consent
Medico-Legal Society of Toronto Webinar and Panel

- 2020 **Virtual Psychiatric Evaluation:**
Safe, Secure, Sensible, Effective and Defensible
Webinar for Borden, Ladner, Gervais
- 2014 **Multidisciplinary Mental Health IMEs**
Psychiatric, Neuropsychological and Psychological
Collaboration in Complex Cases, Presentation Chair
- 2012 **Capacity to Commit an Intentional Act**
A 'Pot-Pourri' of Medical-Legal Cases Medico-Legal
Society of Toronto
- 2008 **Recording Psychiatric IMEs:**
Are the Stated Issues Real?
Panelist, Medico-Legal Society of Toronto
Hollywood Meets Tort Reform: Videotaping Medical Assessments
- 2007 **Problems and Protocols in Recording IMEs:**
Working Toward Solutions
Overcoming Roadblocks to Effective IMEs Conference
- Experts Speak Out: Legal and Medical Issues in
Workable Accommodation Solutions**
Panelist, Insight Information Conference
- 2006 **The Impact of Chronic Disease on Business and Industry:**
Occupational and Environmental Medicine Association of Canada (OEMAC)
24th Annual Scientific Conference
Invited Panelist, OEMAC Conference
- IMEs for Business and the Business of IMEs:**
How to Utilize and Provide IMEs to Enhance Productivity Workshop
Developer and Moderator, OEMAC Conference
- 2005 **Return-to-Work for Patients with Mental Disorders:**
OMA Survey Examines Physician Attitudes, Practice
Dong, A., Doupe, L., Ross, M. Gardiner, E., Hellyer, D., and Harrison, S. Ontario
Medical Review: 72/1: 17-20: 2005
- When Prevention, Intervention and Work Reintegration Fail: Improve
Management Outcomes With Independent Medical Evaluations** Ross, M.S.
Canadian Manager: 30/3: 18: 2005
- Psychiatric Disability in the Workplace: A Rising Tide** Panel
Moderator, CSME Conference

- 2004 **Economic and Related Parameters in Medical-Legal Service Billings:
The CSME Draft Guideline Initiative**
- 2002 **Effective RTW Processes for Victims of Workplace
Violence, Harassment and Stress**
Workplace Violence Conference, Ottawa
- Mental Illness and Workplace Absenteeism:
Exploring Risk Factors and Effective Return to Work Strategies**
Dong, A., Doupe, L., Ross, M., Gardiner, E., and Mendel, J
Ontario Medical Review: 69/4: 36-39: 2002
- The Role of Psychiatric IME's in Enhancing Disability Management**
Ontario Occupational Health Nurses Association, Annual Conference
- 2001 **Occupational Psychiatric Disability Management:
Improving the Value/Process of Independent Evaluations**
Section on Occupational and Environmental Medicine, OMA
- 1999 **Syndromes in Workplace Stress: Potholes on the Information Highway
Cyberstress to Cyberhealth, Panel Discussion**
World Mental Health Day in Canada, Royal Ottawa Hospital
- Depression and Return to Work**
Canadian Mental Health Association, 40th Anniversary Durham Region
- Promoting Workplace Mental Health and Corporate Effectiveness:
Psychiatric Illness, Business Goals and Integrated Health Systems**
4th International Congress on Medical-Legal Aspects of Work Injuries
- Evaluation of Sadness and Loss, Depression and Disability:
Psychiatric Concepts in Trauma Assessment**
Canadian Trauma Consultants, Meet the Specialists
- 1998 **Subjective Workplace Disorders:
Objective Psychiatric Evaluation**
International Institute for Research, Toronto / Vancouver
- Impartial Psychiatric Evaluation in Catastrophic Injury**
Intercompany Rehabilitation Group
- Delivering Financially Integrated Corporate Medical Services**
London Life Insurance Company, National Group Meeting
- 1997 **Providing Effective Psychiatric Disability Management: Mental
Limitations, Treatment Resources, Workplace Goals and
Integrated Health Systems**
Disability Case Management Forum, Toronto and Vancouver

**Organizational Stress, Individual Adaptation and Workplace Productivity:
Coping with Stress, Harassment and Violence at Work**
National Institute of Disability Management and Research

**Business, Boomers and the Blues:
Maintaining Mental Health in the Millennium**
National Conference on Disability and Work

1996 **Mental Disorder, Catastrophic Impairment and the Automobile
Insurance Rate Stability Act: Somatic Complaints, Psychiatric Disability
and Best Practices**
Accident Benefits Forum: Cassels, Brock and Blackwell

**Working Solutions:
Organizational and Individual Accountability for Managing Disability**
Institute for International Research

1995 **Sad, Glad, Mad or Bad at the Bedside:
Nurses, Mental Disorder and Fitness to Practice**
College of Nurses of Ontario
Invited Presentation to Board

Violence in the Workplace
Department of Occupational and Environmental Medicine
University of Toronto

1978 **Ross, M. S., Moldofsky, H: A Comparison of Pimozide and Haloperidol in
Gilles de la Tourette's Syndrome**
American Journal of Psychiatry, 135: 585-587: 1978

1977 **Ross, M. S., Moldofsky, H: A Comparison of Pimozide and Haloperidol
in Gilles de la Tourette's Syndrome**
Lancet 1: 103: 1977

1971 **Ross, M. S.: Sodium Transport in the Gastrointestinal Tract**
Faculty of Medicine
University of Toronto

1970 **Ross, M. S.: As the World Turns... On!
The Effects of Alcohol and Marijuana on Interpersonal Relationships**
Sociology Department
University of Toronto

Awards

- 2018 **Michel Lacerte Award of Excellence**
Canadian Society of Medical Evaluators
- 1977 **Research Fellowship**
Ontario Mental Health Foundation
- Harvey Stancer Research Day Award**
University of Toronto
- 1972 **Medical Alumni Association Fellowship**
Faculty of Medicine
- 1971 **Scholarship**
Medical Research Council of Canada

Revised:
March 2024