

- **Marc Beltempo** is a Neonatologist and Assistant Professor at McGill University Health Centre. His research focuses on evaluating how the organization of work affects outcomes of infants in the neonatal intensive care unit. Important contributors to variations in outcomes between neonatal intensive care units include variations in practice and in the organization of the units. Using clinical and administrative databases, he is studying the effects of different healthcare delivery models, team composition and resource allocation (nurse-to-patient ratios, physician-to-patient ratios and other healthcare providers) on quality of care and efficiency in the neonatal intensive care unit.