



UNIVERSITY OF TORONTO

FACULTY OF MEDICINE

Faculty Council of the Faculty of Medicine
Minutes of the February 13, 2017 meeting
4:00 p.m.
Red Room, Donnelly Centre

Members Present: L. De Nil (Speaker), T. Coomber, I. Witterick, S. Spadafora, R. Hegele, V. Waters, T. Bressman, P. Burns, A. Emili, P. Berger, L. Nickell, D. Templeton, R. Forman, A. Salahpour, D. Tweed, P. Kim, K. Hanneman, M. Farkouh, A. Levinson, C. Gillan, S. Myrehaug, L. Tate, J. Davis, J. Barkin, A. Rachlis, P. Poldre, A. Kaplan, P. Houston, L. Wilson, C. Chrystoja, Shima Sakory

Call to Order

The Speaker called the meeting to order and noted that there was a quorum.

1 Minutes of the previous meeting of Faculty Council – October 17, 2016

The minutes of the meeting of October 17, 2016 had been previously circulated. They were approved on a motion from J. Barkin and seconded by S. Spadafora. There was no business arising.

2 Report from the Speaker

The Speaker indicated that he did not have any items on which to report at this time.

3 Reports from the Dean's Office

3.1 Dean's Report

Dean Young indicated there are currently a number of searches and reviews underway. There are a number of strong candidates including for the Chairs of Medical Biophysics and Anesthesia. Otolaryngology Head and Neck Surgery, Ophthalmology and Vision Sciences, Medical Imaging, and Radiation Oncology reviews are under way with Obstetrics and Gynaecology, and Biochemistry will soon follow.

The MD Program is more than half way through the first year of the new curriculum. The Faculty is listening to feedback and applying real-time changes. The Dean noted that the Black Student Application Program is a very exciting item that Dr. Robinson will be speaking about shortly. In addition, he noted that members of all search committees must take unconscious bias training.

3.2 Vice Dean, Research & Innovation

Dr. Richard Hegele indicated that the Vice Dean, Research & Innovation's Office has been looking inward to ensure the office aligns with the University's priorities. Dr. Hegele indicated his office has three new members: Jeremy Knight has been hired as the Manager, Research Administration and Operations; Dan Harney, has been hired as the Grants and Awards Editor; and Hajer Abid has been hired as Administrative Coordinator.

Dr. Hegele noted that the Vice Dean portfolio used to include international relations but this has been replaced by innovation which will be a priority in the year ahead. The office will also be looking at increasing CIHR success rates. There is currently a leadership change taking place at CIHR. An Acting President will be named shortly and a search for the next president will get underway. There are currently a number of CFI applications being evaluated as well as a number of renewals of Canada Research Chairs.

3.3 Vice-Dean, Partnerships

Dr. Lynn Wilson indicated that the Office of the Vice Dean, Partnerships oversees the Faculty's outward-facing relationships including affiliated hospitals, Canadian and international institutions and organizations, and with all levels of government.

The guiding principles for the office have been to leverage location to increase collaboration between the University and the Greater Toronto Area health care sector; maintain the Faculty's position as a leading destination for researchers, educators, and learners; strengthen and sustain national and international partnerships in areas of strategic importance; and advocate for patients, families and communities by translating knowledge on health, well-being, and illness prevention.

In the 13 months that the Office of the Vice Dean, Partnerships has been running the office has hired three staff members (an Executive Assistant, Legal Counsel and a Senior Partnerships Advisor); Established close ties with Clinical Affairs and the Office of the Assistant Vice Provost; and developed strong working relationships across and beyond the University.

Dr. Wilson indicated that her office has developed efficiencies for assessing and responding to a variety of requests, both internal and external, for things such as contract guidelines, institutional partnership requests, student Placement agreement requests, and delegation requests.

Dr. Wilson's work with the provincial government has included: hosting a two-day visit from Ontario Ministry of Health and Long-Term Care in September 2016; increasing communication between the Faculty and the Ministry; improving education around the opioid crisis; and provided an advisory role for the Toronto Central Local Health Integration Network with regards to primary care renewal and data analytics.

With respect to the federal government, the Office of the Vice Dean, Partnerships has visited with the Minister of Health and maintained contact specifically around mental health strategy.

The office's international strategy focuses on three key areas: student recruitment, academic partnership, and capacity building. Work is being done to promote the Faculty's programs to international markets, with current specific attention to the US and Macau. Academic partnerships are being developed with Zhejiang University, Guangzhou Medical University, and Tel Aviv University while long longstanding partnerships are being maintained with Addis Ababa University and the Karolinska Institute.

Dr. Wilson and Senior Partnerships Advisor, Meera Rai, have been meeting department Chairs one-on-one to learn about their activities with respect to government relations, relations with healthcare institutions, and international relations. There's varying levels of activity and a desire on the part of many to learn more about the areas in which they're not very active.

3.4 Vice-Deans, Education

Dr. Allan Kaplan indicated that Education Vice-Deans opted to provide a brief verbal report for this meeting rather than the fuller written report provided in the past.

Dr. Kaplan noted that Dr. Rob Silver is the recipient of The Association of Faculties of Medicine of Canada Clinical Teacher Award. This year's Education Achievement Celebration at Hart House on May 15 with a keynote address from Dr. Arno Kumagai, Vice-Chair Education, Department of Medicine.

In Post-MD, Director of Education and Research, Dr. Susan Glover Takahashi, and two of her staff have been redeployed to work on the implementation of the competency based medical education program. Anesthesia and Otolaryngology Head and Neck Surgery are moving from time based residency training to competency based training and will roll out to other programs over the next five years. There has been a reduction by 9 residency positions with a goal to reduce the number by 45 by 2020. There is a new medical humanities fund with awards up to \$5000 per project. Finally, there has been a search committee struck to replace Dr. Susan Edwards as the Director of Resident Wellness.

With respect to CPD, the Standardized Patient Program is moving from the Post-MD portfolio to the MD Program portfolio. The transition will take place over several months and a new director will be recruited. Dr. Anna Banerji has been named Director, Global and Indigenous Health.

In the MD Program, the Foundations curriculum will be implementing a week long fall term break in years one and two. This does not change the 36 week curriculum. The interim accreditation of the MD Program is coming up. There are six working groups conducting the institutional self-study. There is a new professionalism working group to make review and make recommendations about the assessment of medical student professionalism.

The PA Program made changes to its admissions standards which lead to an increase in applications with 244 last year and 413 this year. The retention rate since the program began has gone from the 70s to close to 100%.

In Graduate and Life Sciences, the Graduate Teaching Awards for 2017 have been awarded: Early Career Excellence in Graduate Teaching and Mentorship have been awarded to Dr. Ana Andrezza, Pharmacology and Toxicology and Dr. Julie Claycomb, Molecular Genetics; the Mid-Career Excellence in Graduate Teaching & Mentorship have been awarded to Dr. Anthony Gramolini, Physiology and Dr. Krista Lanctot, Pharmacology and Toxicology; and the Sustained Excellence in Graduate Teaching & Mentorship have been awarded to Dr. Howard Mount, Psychiatry, Medicine, Physiology, Institute of Medical Science and Dr. Rachel Tyndale, Pharmacology and Toxicology.

Dr. Kaplan noted that the Faculty is engaged with UTM in the development of a Bachelor of Health Science degree. The hope is to have students in seats in 2019.

Dr. Kaplan noted that the Dean's Task Force on Research Integrity has completed its report and will be presenting this to Faculty Council for information at the next meeting.

4 Standing Committee Annual Reports

4.1 Appeals Committee

Dr. Douglas Templeton indicated that the Appeals Committee heard one case since his report last year. The appeal came from the Physician Assistant program. The case centered on both academic and professionalism concerns and the Appeals Committee upheld the original decision.

Dr. Templeton noted that the number of appeals has dropped dramatically in recent year. In 1994, when Dr. Templeton first served on the Appeals Committee, there were 4-6 appeals per year. In recent years, there has been one appeal every 2-3 years. There have been slight up ticks during the startup of the MRS and PA programs but the overall trend is toward fewer appeals. Dr. Templeton attributes this to three factors: better documentation from the programs, better accommodation of students before the appeal process, and more thorough remediation.

5 Discussion Items

5.1 Black Student Application Program

Drs. Lisa Robinson, David Latter, and Mahan Kulasegaram presented the new Black Student Application Program (BSAP). The Faculty of Medicine has identified three underrepresented groups for priority attention: indigenous people, people of African ancestry, and the economically disadvantaged. The foundation of the new program is equity (or fairness) rather than equality (or sameness). Equity recognizes that differences can often create barriers which must be addressed.

The purpose of the Black Student Application Program is to increase the number of Black (Black African, Black Caribbean, Black North American, multi-racial students who have and identify with their Black ancestry, etc.) medical students at U of T. The hope is to increase the annual Black student applicant pool and the annual admissions offers to successful Black students within five years. Ideally, the program will create a medical student population that better reflects the demographics of Toronto.

The Faculty already has two specialized application programs: the Indigenous Student Application Program (ISAP) and the MD/PhD. In all cases applicants self-identify (proof of ancestry required for ISAP) and must meet all existing admissions requirements. There are no quotas. Applicants must complete an additional essay, the file review and interview include members of specific community (Black community members in the case of BSAP), and have separate oversight (though all oversight committees report to the Admissions Committee).

The admissions decision making will be done with a variety of information. Using raw data scores only means a small change in raw score results in a large change in percentile ranking. The admission threshold currently varies widely between the regular applicant pool and the specialized programs. Admissions decisions will be based on assessment of applicants against their peers in each pool (MD/PhD, BSAP, ISAP) as well as their overall standing compared to all applicants.

The BSAP will publically launch on March 8, 2017 with applications opening in July 2017. The first intake will be in August 2018. In addition to the BSAP, the Faculty will continue to develop a culturally safe and welcoming community in the MD Program and curriculum enhancement featuring the inclusion of Black Health themes.

Dr. Robinson provided a brief update on the ISAP. There has been some fluctuation in the number of applicants since the program launched (increases in the first few years with recent decreases). The number of qualified candidates remains small and increased outreach and recruitment is needed. Some admission requirements still remain a barrier for many students and there is competition for qualified candidates with other institutions who have specialized application programs for Indigenous students.

6 Faculty Council Forum

Dr. Lisa Robinson presented a Forum discussion on Diversity and Unconscious Bias.

7 Adjournment

The meeting was adjourned at 6:00pm