



# UNIVERSITY OF TORONTO

## FACULTY OF MEDICINE

Faculty Council of the Faculty of Medicine  
Minutes of the February 11, 2019 meeting  
4:00 p.m.  
Red Room, Donnelly Centre

**Members Present:** B. Steipe (Speaker), T. Coomber, T. Young, I. Witterick, R. Hegele, A. Levinson, L. Wilson, T. Kislinger, M. Farkouh, S. Spadafora, V. Rambihar, T. Pignatiello, V. Waters, S. Myrehaug, S. Schneeweiss, M. Akens, A. Kaplan, R. Kandel, J. Rutka, B. Mulsant, G. Collingridge, D. Templeton, S. Rauth, B. Mori, R. Collins, R. Forman, D. Tweed, R. Kirsch, J. Davis, A. Mihailidis, M. Bhatia, J. Dupre, R. Ponda

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### 1 Call to Order

### 2 Minutes of the previous meeting of Faculty Council – October 15, 2018

The minutes of the meeting of October 15, 2018 had been previously circulated. They were approved on a motion from A. Kaplan and seconded by B. Mori. There was no business arising.

### 3 Report from the Speaker

The Speaker indicated that, as per the Faculty Council By-Laws, the Executive Committee received and reviewed External Reviews for the Physician Assistant Program in the Department of Family and Community Medicine.

### 4 Reports from the Dean's Office

#### 4.1 Dean's Report

Dean Young noted the recent announcement of the Department of Psychiatry's new network dedicated to understanding the biology of depression and praised the robustness of the philanthropic community.

Chancellor emeritus, Michael Wilson, passed away yesterday and the Dean remembered him as a champion in a number of areas within the University. Dean Young specifically noted Mr. Wilson's devotion to causes in the area of mental health. There will be more opportunity's to recognize Mr. Wilson in the coming days.

#### 4.2 Vice Dean, Research & Innovation

Dr. Richard Hegele indicated the September 2018 CIHR project grant competition. The overall success rate on campus and with the affiliated hospitals was 17.6% compared to the overall success rate of 16.2%. The average grant amount was just under \$600 000 with the most grants being 5 years.

The special call for Canada Research Chairs targeting the four federally designated groups (women, people with disabilities, underrepresented minorities, and indigenous) was managed centrally by the Vice President, Research and Innovation's Office. 338 applications were received across campus and the affiliated hospitals. 16 candidates were put forward for the April 2019 competition with 7 coming from the Faculty of Medicine.

The New Frontiers research fund is meant to encourage high risk-high return research. The first of three funds is the Exploration Fund. This competition will catch items that can often fall in the cracks between other funding options. Other New Frontiers funds will focus on international initiatives and large scale transformative initiatives, respectively and will be rolling out over time. The Vice Dean will update the Faculty Council as they are announced.

The Canada Foundation for Innovation Fund representatives came to Toronto on January 31 as part of a cross Canada consultation. The call for proposals will no longer be announced at unknown intervals and will now be set at standard intervals with the next call anticipated in approximately March. It is currently unknown how much funding will be directed to U of T.

#### **4.3 Vice-Dean, Partnerships**

Dr. Lynn Wilson indicated that she and Dr. Julie Maggi are co-chairing a Faculty wellness working group that will be making recommendations to the Dean regarding the establishment of a Faculty wellness program. Four action teams have been established will be doing a literature review and examining best practices.

Dr. Wilson noted that an updated standards for relationships with industry will be presented for approval later in the meeting. The professional relationship working group has been working on an educational module with the goal of having this module be part of the reapplication for hospital privileges beginning in 2020.

In international relations, the relationships Canada has with Saudi Arabia and China has been in the news lately. The Faculty is keeping an eye on the developing situations with these countries. These are two important partners but the Faculty is working on diversification. The Faculty believes that globalization and internationalization are important for our learning environment so recruitment of international students remains important.

Dr. Wilson noted that, with the primary leadership from Dr. Najma Ahmed, Canadian Doctors for Protection from Guns has been launched. Dr. Ahmed will be speaking to the Senate next week and a National Day of Action is being planned for April.

#### **4.4 Vice-Deans, Education**

Dr. Allan Kaplan noted that that the governments new policy of tuition was developed without consultation of any kind but will have significant impact. There is to be a 10% cut in tuition across all disciplines. This translates to a 3% budget cut for the University. Tuition will be frozen after that. This represents a shortfall of \$65 million. In addition, most OSAP grants are being moved to loans leaving students with more debt upon graduation. Finally, approximately \$1500 of mandatory fees now must be divided into mandatory and discretionary categories. The goal is to put money into student pockets but will have a major impact on campus life.

Dr. Sal Spadafora noted the CaRMS match is coming in a couple of weeks and both he and Dr. Patricia Houston are working diligently to prepare to support learners who don't match. Dr. Spadafora noted that a full written report will be submitted for the April meeting.

### **5 Items for Approval**

**“THAT the Relationships with Industry and the Educational Environment in Undergraduate and Postgraduate Medical Education document be approved as submitted.”**

Moved: B. Mori, Seconded: A. Kaplan

Dr. Sherif El-Defrawy reminded members that, in February 2013, Faculty Council approved the standards for relationships with industry in the educational environment. In the intervening years, the disclosure form has

been used variably across clinical departments. In 2016-2017, the Faculty undertook collection of disclosures by full-time clinical faculty in all twelve clinical departments. On December 15, 2017 TAHSN members agreed to align their respective professional relationships management processes. To this end, TAHSN approved common principles for relationship management policies, a TAHSN-wide relationship management committee, procuring a TAHSN-wide electronic system for relationship disclosure and management (CMaRS), and working collaboratively with the University, particularly with respect to full-time clinical faculty disclosures.

During the 2017-2018 academic year, the Faculty employed the disclosure form found in Appendix A to obtain disclosures from full-time clinical faculty who had not completed the CMaRS administered relationship disclosure process. In January 2018, the Professional Relationships Management Committee (PRMC) of the Faculty was established. The PRMC's recommendation is that detailed disclosure responses, particularly those pertaining to Hospital Business, not be accessible to the Faculty.

The PRMC is requesting the approval of the Standards as outlined in the submitted document "Relationships with Industry in the Educational Environment" so that the Faculty's Standards align with the Common TAHSN Professional Relationships Disclosure Process. For ease of reviewing, a second document is attached in which the original text of the Standards are compared with the proposed changes.

The motion passed.

**"THAT the Faculty Of Medicine Guidelines for the Assessment of Teaching Effectiveness in Tenure Decisions for Tenure-Stream Faculty and Assessment of Teaching Effectiveness in Continuing Status Decisions and Promotion for Teaching Stream Faculty be approved as submitted."**

Moved: B. Mori, Seconded: I. Witterick

Dr. Allan Kaplan indicated that, given the critical importance of teaching, the evaluation of teaching effectiveness is a fundamental component of the career of the majority of faculty and occurs regularly during annual performance reviews as well as at career landmarks such as tenure, continuing status and promotion. These Guidelines for the Assessment of Teaching Effectiveness in Tenure for Tenure-Stream Faculty and Assessment of Teaching Effectiveness in Continuing Status Decisions and Promotion for Teaching Stream Faculty reflect the University's and Faculty's commitment to encouraging and supporting the highest standards of teaching, and to evaluating the teaching effectiveness of faculty in a rigorous and multidimensional manner.

Teaching involves a broad range of activities including lectures, seminars and/or tutorials, individual and group discussions, laboratory teaching, practice-based teaching (e.g. clinical), online teaching, as well as experiential and research supervision (undergraduate, graduate and clinical) and any other means by which students derive educational benefit. The role of faculty as teachers may also include a variety of teaching-related activities such as pedagogical scholarship; leadership in teaching or curriculum initiatives; developing course content (including the creation of courseware, multi-media applications and assignments); academic oversight of practicum placements; coordinating the placement of students taking research project courses; administration of one or more large courses, or the coordination of courses or programs of a department; hiring Teaching Assistants; and other directly related administrative duties.

These Guidelines apply specifically to tenure stream faculty coming forward for tenure review, and to teaching stream faculty coming forward for continuing status review and promotion. They are intended to provide guidance on the implementation of the University of Toronto policies and procedures.

The motion passed.

**"THAT the MD Program Education Goals be amended as submitted."**

Moved: B. Mori, Seconded: R. Kandel

Dr. Tony Pignatiello indicated that the purpose of the MD Program Education Goals is to provide a high-level articulation of the physicians of the future that the program aspires to graduate, which in turn informs curricular

content, delivery and approaches to student assessment and progression. With that purpose in mind, the MD Program engaged in broad stakeholder consultation (including faculty, students and staff) over the 2017-18 academic year in order to refresh our education goals. Following those consultations, the proposed goals were presented to and endorsed by the Dean's Executive Committee and MD Program Curriculum Committee, and formally approved by the MD Program Executive Committee on June 12, 2108.

The motion passed.

## **6 Standing Committee Annual Reports**

### **6.1 Appeals Committee**

Dr. Doug Templeton noted that recently he has reported that the appeal rate has dropped off and he has noted one or no appeals were heard in most recent years. He indicated there was an uptick in appeals when the MRS program came online and again when the PA program came online. Dr. Templeton noted there is more activity to report this year with no specific explanation as to the increase in cases.

All appeals this year came from either the MD program or from PGME residents. There have been three appeals heard all being related to the assignment of remediation by the Board of Examiners. All of these appeals were denied by the Appeals Committee and one appellant has chosen to appeal this decision to the Academic Appeals Committee of Governing Council. In addition to the cases heard, there are three other cases is various stages of the appeals process.

### **6.2 UME Board of Examiners**

Dr. Blake Papsin noted that the UME Board of Examiners is a fascinating committee. Most often, the Board is assigning remediation for failed exams and notes that there has not yet been a successful appeal during his time on the Board. Dr. Papsin doesn't believe that this is the primary measure of success but notes that it means the decisions that are being made are defensible. He also notes that the Board has reconsidered a number of decisions on the basis of new information that may have otherwise gone to appeal. The 2017-2018 BOE statistics are available on page 5 of these minutes.

## **7 Faculty Council Forum**

Dr. Brian Hodges presented the Faculty Council Forum on artificial intelligence and the implications for health professionals of the future.

## **8 Adjournment**

The meeting was adjourned at 5:55pm