Faculty Council Meeting & Town Hall

February 28, 2018
Agenda

Section I - David Eidelman
1. Welcoming remarks
2. Approval of agenda
3. In memoriam

Section II - David Eidelman
4. Report from the Steering Committee
5. Consent agenda (Faculty Council minutes)
6. Business arising / Dean’s update

Section III
7. Win4Science Initiative and Reflections, Dr. Lisa Munter, Vanessa Jung
8. Graduate Program and Internship, Dr. Josephine Nalbantoglu
9. Medical Admissions, Campus médical Outaouais, Dr. Ana Maria Sant’Anna

Section IV - David Eidelman
11. Kudos

Section V
12. Open session/Town Hall
In Memoriam

Dr. Abby Lippman, Emeritus Professor
Dept. of Epidemiology
*

Dr. Jacques Genest, Sr., Adjunct Professor
Dept. of Medicine
*

Dr. Ruben Carranza, Assistant Professor,
Dept. of Anesthesia
Report from Steering Committee

• Faculty Council minutes from Dec. 5 approved (online)
• Steering Committee members welcomed
  – Delegate to represent Postdocs pending
• Faculty Council Terms of Reference approved by Senate (online)
• Faculty Council has now completed two full years
  – Election process to be defined this spring; elections launched in the fall (3-year terms end Dec. 2018)
• Today’s Faculty Council agenda
  – Approved
Consent Agenda

• Faculty Council Dec. 5 Minutes
  – Link was sent to FC members and Faculty at-large following the meeting
  – http://www.mcgill.ca/medicine/about/governance/faculty-council/meetings-minutes/2017
Business Arising

• Project Renaissance
• Budget
• Faculty Council Senate approval and elections
• McGill 24
Project Renaissance

- Education
- Research
- Health Affairs
- Academic Affairs
- Toward a Health Sciences Faculty
Education

• Led by Vice-Dean, Education, Annette Majnemer
• New Education Strategic Plan completed
  • Presented at Dec. 5, 2017 Faculty Council meeting
• Implementation plan launched to support 3 goals:
  • Evidence-based, learner-centred education
  • Interdisciplinary and Interprofessional partnerships
  • Education research and scholarship and innovation
• Resources to support it:
  • Assistant Dean, Biomedical Science Education (0.2 FTE)
  • Assistant Dean, Health Professions Education (0.2 FTE)
  • Project Manager
Research

• Led by Vice-Dean, Life Sciences, Philippe Gros
• New Research Strategic Plan completed
  • Presented at Sept. 26, 2017 Faculty Council meeting
• Implementation under way
• Two new committees have been created:
  • SCoR: Standing Committee on Research
  • COSRRF: Committee for the Oversight of Shared Research Resource Facilities
Health Affairs

• Campus médical Outaouais well under way
  • Vice-Dean, Health Affairs, Sam Benaroya
  • Assistant Dean Gilles Brousseau onsite in Gatineau
  • Major collaboration between Montreal and Gatineau faculty leadership, as well as the CISSSO
  • Plans and specifications for construction under way

• McGill academic health network: Excellence through collaboration
  • VP-Dean Eidelman
  • 2 retreats in 2017, with a 3rd this spring
Academic Affairs

- Led by Vice-Dean, Academic Affairs, Mara Ludwig
- Working groups under way:
  - Sustainability of tenure stream professoriate
  - Engagement of clinical faculty based in non-traditional environments
  - Career pathway for CAS (research) professors
  - Merit evaluation and recognition for CAS professors
  - Faculty wellness
Toward a Health Sciences Faculty

• Led by VP-Dean Eidelman
• Governance, e.g., Faculty Council, committees and subcommittees
• Space
  • Powell Building
  • Strathcona
  • Duff
Business Arising

• Project Renaissance
• Budget
• Faculty Council Senate approval and elections (covered earlier)
• McGill 24...
In 2017:

- Faculty of Medicine had the best results ($260K)
- Over 300 Faculty & Staff contributed to Medicine, more than 5X the participation of other Faculties
- 40% were first-time donors
- 15 departments participated, raising over $85K

- Mark the date for 2018: March 14

What’s your cause this year?
Dr. Lisa Münter, Win4Science Director
Assistant Professor, Department of Pharmacology and Therapeutics
What is the gender gap?

- Most PhD students enter training with interest in academic career
- Final year of graduation: only 23% of men and 12% of women see academia as career choice
- Diversity promotes innovation

<table>
<thead>
<tr>
<th></th>
<th>CAUT % female</th>
<th>McGill % female</th>
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<tbody>
<tr>
<td>Undergrad</td>
<td>56%</td>
<td>~ 60% Pharm.</td>
</tr>
<tr>
<td>Master’s</td>
<td>52%</td>
<td>63% Pharm.</td>
</tr>
<tr>
<td>PhD</td>
<td>47.9%</td>
<td>61% Pharm.</td>
</tr>
<tr>
<td>Postdoc</td>
<td>45%</td>
<td>45% (FOM)</td>
</tr>
<tr>
<td>Assistant professor</td>
<td>36%</td>
<td>51% FOM Life Sciences, 31% FOM</td>
</tr>
<tr>
<td>Full professor</td>
<td>18%</td>
<td>31% Assoc., 28% Full</td>
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Causes of the gender gap

1) Family planning coincides with the transition to principal investigator stage;
   • *Comparison of female medical doctors and female Life Science professors*

2) There is a lack of women role models in academia;
   • *Effective networking, mentorship*
   • *Male mentors, female mentees – prof. relationships*
     (Elyse Allan, President & CEO GE Canada)

3) Women are more prone to experience lack of confidence/ imposter syndrome;
   • *59% of men and 40% of women postdocs are confident to obtain a PI position*
Despite improvements, female scientists continue being perceived as less competent, face (un)conscious gender bias, lower salaries, and funding disparities.

The Telegraph, 11 March 2015
Gender Disparity in Numbers

CIHR and NSERC funding more likely for men!

From CAUT ALMANAC report 2014-2015
Gender Disparity in Numbers

- Women are less likely to sit on decision-making committees
- Women are less often suggested for awards
- Women are less often invited for presentations/speaking engagements

Female speakers at Seminar Series

Cell Biology and Anatomy: 23% female speakers 2014 – 2018
Pharmacology: 20% 2014/15; 12.5% 2015/16; 20% 2016/17
Physiology: 20% 2014/15; 10% 2015/16; 40% 2016/17

Female Nobel Laureates

Physiology or Medicine: 11/213 = 0.5%
Phase 1: Awareness Program (2017 ff.)

• Life Science seminars/workshops with guest speakers - networking, sharing, inspiring and collaborating
Win4Science – Phase I

Phase 1: Awareness Program (2017 ff.)

- Mentorship program connecting Role Models with PhD students and Postdocs

- Symposium in Spring 2018 in collaboration with the Faculty of Medicine’s Social Accountability and Community Engagement office

Committee

Dr. Lisa Munter, Dept. of Pharmacology, Chair
Dr. Saleem Razack, SACE
Dr. Carolyn Baglole, Division of Experimental Medicine
Dr. Aimee Ryan, Division of Endocrinology and Metabolism
Dr. Jean-François Trempe, Dept. of Pharmacology
Dr. Chirine Toufaily, Postdoc representative, Dept. of Pharmacology
Mary-Rose Bradley-Gill, PhD student
Vanessa (Yi-Chen) Sung, PhD student
Sameer Zuberi, SACE
Bobbi Bidochka, Dept. of Pharmacology
Phase 2: Fundraise (2018)

• Stipend to salary to PhD students/ Postdoctoral fellows with/expecting children
• Augment domestic or child care costs
• Support to attend conferences & speaking engagements
• Administrative Assistance as needed
Phase 3: Lobby and Advocate (2019)

- Community, institutional and structural changes based on the feedback from phase I and II
North American Gender Summit,
November 2017, Montreal
Diversity enhances creativity and productivity of any group, feeds innovation

Diversity enhances creativity and productivity of any group, creates innovation

Gender equity has to be actively supported through the leadership – need “champion”

Culture change is needed through raising awareness to bias

Evaluation criteria for reviewing applications need to be reconsidered

Debunking the myth of meritocracy

Challenge of creating spaces where male mentors and female mentees develop professional relationships/“friendships”
Breaking Gender Barriers in STEM - Whose responsibility is it?
Discussion summary – barriers and potential solutions

1. Family planning
2. Criteria for excellence/merit
3. Hiring practices
4. Discrimination (from harassment to more unconscious)
5. Role models and mentorship

6. Lack of men in the conversation
   - Motivate Leadership, create awareness

7. Societal pressures and unconscious bias we all hold
   - Support conversations and dialogue
Doctoral Internship Program

Dr. Josephine Nalbantoglu
Dean, Graduate and Postdoctoral Studies

February 2018
Post-PhD Employment

- In Quebec, between 2009 and 2013, the number of full-time PhD enrollments increased from 13,071 to 15,033 (15%).
- Concern about the employment prospects of these graduates

Employment Profile after Graduation

<table>
<thead>
<tr>
<th>Medicine</th>
<th>2 Years</th>
<th>5 Years</th>
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<tbody>
<tr>
<td>Pursuing Postdoctoral Studies</td>
<td>46%</td>
<td>31%</td>
</tr>
<tr>
<td>Employment Rate</td>
<td>37%</td>
<td>64%</td>
</tr>
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Source: 2016 Canadian Graduate and Professional Student Survey (CGPSS) data on McGill doctoral graduates
“The PhD is intended to train researchers. Some of them go on to become academics. Not the other way around”

Frédéric Bouchard, Deputy Vice-Rector for Research, Discovery, Creation and Innovation, and Philosophy Professor at Université de Montréal (2014)
Senate Open Discussion

- Preparing Doctoral Students for Careers: McGill Programming and Initiatives
- Timing of the internship program

Preparation of Doctoral Students for Careers: McGill Programming and Initiatives

Senate Open Discussion

November 23, 2016

Alison Crump, PhD - Academic Projects Manager, Graduate and Postdoctoral Studies
Sabine Dhir, PhD - Interdisciplinary Programs Officer, Graduate and Postdoctoral Studies
Josephina Nalbantoglu, PhD – Dean, Graduate and Postdoctoral Studies

Doctoral Internship Program
Basics of the Program

- Up to $2,000 per month from McGill (GPS).
- Period of 1 to 3 consecutive months.
- Must be enrolled full-time in PhD6 or earlier.
- Must have submitted initial thesis, but not held oral defense.
- Internships available worldwide.

Doctoral Internship Program
Detailed Website

Doctoral Student

Experience

Learn more

Internship Supervisor

Learn more

Doctoral Internship Program
Finding an Internship

All doctoral interns expected to take part in the CaPS Experiential Learning Program (ExL Program) pre- and post-experience workshops to reflect on their internship experience.
Finding an Internship

- Identify your Goals
  - Understand your career and learning needs
  - Recognize which fields or areas align with your goals and needs

- Explore the Doctoral Internship Program Database
  - The database of host organizations and specific internship opportunities can be found at the bottom of this page.

- Locate your own internship
  - Use your network
  - Use McGill resources
  - Browse online
  - Pick up the phone

- Apply to the internship
  - Research
  - Plan ahead
  - Persevere

Doctoral Internship Program Database

Filter by Location (All)
Filter by Country (All)
Filter by Interest (All)
Filter by Internship Type (All)

Organization
- Asian Development Bank 1
- Bank of Canada 1
- Canadian Radio-Television and Telecommunications Commission 1
- Government of Canada 1
- Hydro-Quebec 1
- National Research Council of Canada 1
- Office of the Auditor General of Canada 1
- The World Bank 1
Expected Outcomes

- Valuable learning experience
- Skills training
- Raising awareness of PhD students to the broad range of skills developed during their degree
- Raising awareness of employers to the value of hiring doctoral graduates
- Endless networking opportunities
- **Answer to the question: what’s next?**
Testimonials

“[The Doctoral Internship Program] is a good opportunity to re-evaluate goals after the PhD and identify strengths and weaknesses.”

Gabrielle Simard
PhD Candidate
Department of Physics
Doctoral Intern

“The DIP is a well-conceived project that will come as a relief to many students. I am convinced that the experience will help future graduates align their skills and knowledge to the dream job. In my view, the DIP is a strategy that can allay the worries of the frequently asked question: what next?”

Mark Keboa
PhD Candidate, Dentistry
Public Health Agency of Canada
Now Employed

“I think [the Doctoral Internship Program] is a good opportunity to re-evaluate goals after the PhD and identify strengths and weaknesses.”

Gabrielle Simard
PhD Candidate
Department of Physics
Doctoral Intern

McGill University
Doctoral Internship Program
Faculty Response

Doctoral Internship Program

Faculty Interest

ENG 32%
AES 21%
SCI 11%
ARTS 9%
IPN 9%
EDU 5%
DEN 2%
MED 11%
AES 21%
ENG 32%
Questions?
MDCM ADMISSIONS COMMITTEE

CAMPUS MÉDICALE OUTAOUAIS (CMO) ADMISSION PROCESS

Dr. Ana Sant’Anna, Assistant Dean, MDCM Admissions

Faculty Council, February 28, 2018
GUIDING PRINCIPLES

Admissions requirements are established according to the needs of the MDCM program and the following guiding principles:

- **Excellence** (balancing academic and non-academic abilities)
- **Inclusivity** (welcoming to all qualified applicants)
- **Alignment** (with program objectives, accreditation, and Faculty of Medicine mission)
- **Fairness** (treat applicants in a just and respectful manner)
- **Transparency** (principles and selection criteria are clear and available to all)
CMO ADMISSIONS PROCESS  DEVELOPMENT

- Compiled current practices for satellite campus admissions (research, interviewed colleagues in Quebec, Canada)
- Reviewed literature on satellite campus admissions (best practices)
- Consulted stakeholders (including CMO, MDCM program leadership)
- Reviewed best options for alignment with MDCM Admissions guiding principles, operational feasibility
SUMMARY OF PRINCIPLES FOR CMO ADMISSIONS PROCESS

- Selection criteria and admissions requirements same for both campuses
- Admissions committee sets thresholds for offer list, determines Med-P/MDCM seats
- Recommend MDCM Program review language policy; apply equivalent standards
- Focus recruitment in Outaouais to increase qualified local applicants; no separate pathway or bonus will apply only to CMO applicants/Outaouais residents
- Recommend SACE extend pipeline activities to underrepresented populations in Outaouais.
- Ensure process is operationally feasible, review/adjust process after 2020 cycle
Initial cohort of 24 CMO students comprised of:
- Med-Ps admitted Fall 2019, and
- New MDCM admitted Fall 2020
Applicants invited to interview submit a binding site selection form with one choice:

- Campus Médical Outaouais only
- Montreal Campus only
- Either, with preference for Montreal
- Either with preference for Outaouais

Offers made in the order of the final ranking list. If a seat at either campus is not filled, offer goes to the next-ranked candidate on the list who selected that campus on the form. Candidates will receive one offer only.
 LANGUAGE POLICY

- Equivalent language proficiency will be applied to CMO as for the Montreal campus, respecting the linguistic needs of each campus.
- MDCM Admissions committee recommended that existing program language policy be reviewed.
- **MDCM Program Committee recently revised language policy to require verification of language skills (English and French) as an admission pre-requisite for the class of 2023 (Fall 2019 admission); for both campuses.**
Bilingualism was required by start of clerkship; since 2012 necessary in year 1 due to early clinical exposure.

McGill clinical sites are formally Bilingual or Francophone

Patient safety concerns, equitable learner access to all clinical sites

MDCM Curriculum aligned with CanMEDs roles: Communicator

On Montreal campus, with past lack of admission requirement, not all students self-identify as comfortable in French by clerkship
SELF-REPORTED FRENCH PROFICIENCY AT CLERKSHIP

QUEBEC RESIDENT ADMISSION COHORT
- 51% educated in French/main language on application: *
  - 98% of this group rated spoken French as EXCELLENT/GOOD
- 49% not educated in French/main language on application:
  - 42% of this group rated spoken French as WEAK/NONE
  - Represents 34 students per class (20% of Quebec-resident cohort)

CANADIAN & INTERNATIONAL ADMISSION COHORT
- 3% educated in French/French main language on application
  - 60% of admitted students rated spoken French as WEAK/NONE by clerkship
  - Represents 8 students per class

*Includes Anglophones, Francophones and Allophones
MDCM Admissions Committee will revise the language requirement to:
- Meet requirements of the MDCM program language policy
- Respect the MDCM Admissions guiding principles and accreditation requirements

**Timeline 2018**
- **February 28** Receive Faculty council input
- **March 28** - Best practices subcommittee recommendation
- **May 7** - MDCM Admissions committee committee approval
- **May 8** - University (CESA) approval
- **June** - Publication of requirements
WORK WITH LANGUAGE ASSESSMENT EXPERTS TO DETERMINE TEST DESIGN AND THRESHOLDS FOR LANGUAGE OF INSTRUCTION (ENGLISH, FRENCH) AND CLINICAL LANGUAGES (ENGLISH, FRENCH) AS APPROPRIATE TO EACH CAMPUS (CMO, MONTREAL).

ENSURE METHOD IS OPERATIONALLY FEASIBLE

MONITOR RESULTS AND ADJUST THRESHOLDS AND METHODS - CONTINUOUS QUALITY IMPROVEMENT
Selection of method(s). Possible options include:

- Design and administer standardized test for applicants at interview
- 3rd party standardized test at application (common tests include TOEFL, IELTS for English, TFI for French)
- Accept education in target language as proof of proficiency
- Accept MMI in target language

Assess application of policy for each residency cohort, special pathways
MDCM APPLICANT POOL: SCOPE

TEST AT INTERVIEW
(n=702 interviewees)

- French test 281
  - QC 219 (171 MDCM, 48 MED-P)
  - Canadian: 50
  - International: 12

- English test 190
  - QC 187 (41 MDCM, 146 MED-P)
  - Canadian: 0
  - International: 3

SUBMIT SCORE AT APPLICATION
(n=2667 applicants)

- French test score 1268
  - QC 670 (519 MDCM, 151 Med-P)
  - Canadian: 722
  - International: 27

- English test score 782
  - QC 721 (231 MDCM, 490 Med-P)
  - Canadian: 5
  - International: 56
THANK YOU / MERCI
Kudos

Conseil interprofessionnel du Québec Award of Merit
Linda Morneault

Election to the American Occupational Therapy Foundation Academy of Research in Occupational Therapy
Dr. Bernadette Nedelec

Prix Engagement 2017 - Lussier Dale Parizeau from l’Ordre professionnel des diététistes du Québec
Dr. Anne-Sophie Brazeau

Berlin Institute of Health Excellence Award for Sex and Gender Aspects
Dr. Louise Pilote

HCV 2017 Change Maker by The Economist
Dr. Nitika Pant Pai

American Academy of Microbiology Elected Fellow
Dr. Donald Sheppard
Kudos

PGME Program Director Leadership Award
Dr. Thierry Benaroch

AmorChem KNOCK OUT Champion
Dr. Nancy Braverman and her team

Alfred P. Sloan Research Fellows
Dr. Hamed Najafabadi and Dr. Stuart Trenholm

Canadian Rheumatology Association – Young Investigator Award
Dr. Évelyne Vinet

Robert Maudsley Fellowship for Studies in Medical Education from the Royal College of Physicians and Surgeons of Canada
Dr. Alexander Winkler-Schwartz

Congratulations to all!
Open Discussion/Town Hall
We welcome your input!

Should you have a topic, comment or question you would like to submit to the Steering Committee for consideration at the next Faculty Council, please enter it below.

Name

Your Topic/Comment/Question
Please hand in your name cards!