Faculty Council Meeting & Town Hall

May 23, 2018
Agenda

Section I – VP-Dean 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 (FC minutes, Report from Nominating Committee)
6. Business arising / Dean’s update (Space, FC elections, UGME language requirements, Provisional Dept. of Emergency Medicine)

Section III
7. Ophthalmology Name Change, Dr. Leonard Levin
8. Community Health and Social Medicine Incubator (CHASM), Julie De Meulemeester, Kacper Niburski, David-Dan Nguyen, Gordon Best
9. Stem Cell Research Initiative, Dr. Michel Tremblay

Section IV
10. Project Renaissance: Academic Affairs Strategic Plan, Vice-Dean Mara Ludwig
11. State of the Faculty, David Eidelman

Section V
12. Kudos, David Eidelman

Section VI
Open session/Town Hall
In Memoriam

Fiona Key, Assistant Professor, Psychiatry

Philip H. Gordon, Professor, Surgery and Oncology

Hervé Le Moual, Associate Professor, Microbiology & Immunology

Herta Guttman, Professor Emerita, Psychiatry

Renu Khullar, Assistant Professor, Family Medicine

Fran Jorgensen, Administrative Officer, Oncology
Report from Steering Committee

At its May 23 meeting, the Steering Committee:

• Approved the Feb. 28 Faculty Council (FC) minutes (now online)
  – Note: Delegate to represent Postdocs still pending
• Proposed two motions related to FC membership
  – Staggered membership renewal
  – New attendance requirement
• Committed to ensure the FC agenda represents topics of strategic import requiring FC input
  – To this end, in light of concerns expressed regarding language requirements for the undergraduate medical program since the Feb. 28 FC meeting, this topic will be again discussed today
• Approved today’s agenda
Consent Agenda

• Faculty Council Feb. 28 minutes
  – Link was sent to FC members and Faculty at-large following Feb. 28 meeting
  – [http://www.mcgill.ca/medicine/about/governance/faculty-council/meetings-minutes](http://www.mcgill.ca/medicine/about/governance/faculty-council/meetings-minutes)

• Report from the Nominating Committee
  – Link was sent to FC members and Faculty at-large prior to this meeting
  – [http://www.mcgill.ca/medicine/about/governance/faculty-council/meetings-minutes](http://www.mcgill.ca/medicine/about/governance/faculty-council/meetings-minutes)
Business Arising

• Project Renaissance: Space
• Faculty Council membership & elections
• Revised Undergraduate Medical Education language requirement
• Provisional Department of Emergency Medicine
Toward a Health Sciences Faculty

• On the topic of space
  • Powell Building
  • Strathcona
  • Duff
  • 688 Sherbrooke
  • 5100 de Maisonneuve
  • McIntyre classrooms
  • Family Medicine
### FC Membership & Elections

#### Option 1: Change the Faculty Council membership term to 2 years (vs 3); half the membership would turn over each year.

#### Option 2: Keep the Council term at 3 years; one-third of the membership would turn over each year.

<table>
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<tr>
<th>To consider:</th>
<th>Pros</th>
<th>Cons</th>
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<tr>
<td><strong>Pros</strong></td>
<td></td>
<td></td>
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<tr>
<td>Brings more renewal, new energy and perspectives each year</td>
<td>Heavier election call each year</td>
<td>Lighter election call each year</td>
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<td>Engages more new members in the governance of the Faculty</td>
<td>Major change in membership at one time, loss of governance knowledge, possibly creating instability</td>
<td>Some members will maintain governance knowledge for longer, creating greater stability</td>
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<td></td>
<td>Fewer new perspectives added annually</td>
<td>May lead to committee fatigue and increasing member absence due to longer term</td>
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New Membership Requirement

• MOTION:
  – All Faculty Council members are expected to attend as many meetings as possible in any given year.
  – Attendance is recorded and members who miss three (3) consecutive meetings in a given year will be asked to step down, and their department or unit will elect a replacement.
  – In the case of absences due to extenuating circumstances, members should name delegates to ensure representation from their unit.
Revised Undergraduate Medical Education Language Policy

- MDCM Program Committee recently revised language policy to require verification of language skills (English and French) as an admission pre-requisite
- To apply to both the Montreal campus and future Campus Médical Outaouais (for their respective languages of instruction and clinical practice)
Background

• 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
Recommended Approach

• Candidates to prove proficiency as follows:
  – Demonstrate 1 year of secondary or post-secondary study at an institution in that language; or
  – Complete Medicine Interview (MMI) in the target language
  – If no proof for both languages, they will require a verification test in person on the interview day
In-person Language Verification

- Admissions proposes working with language experts in Continuing Studies to develop this test (French and English versions) focusing on **functional oral communication**
- Ensure this is aligned with national/international language assessment standards such as Canadian Language Benchmarks, Common European Reference Framework
Action Plan

• Pilot test for 2019 cycle with admitted students
  ➢ (no students refused)
• Use data to validate testing tool, provide formative feedback and course recommendations to admitted students
• Implement requirement for 2020 cycle (all admitted students will have functional English and French)
• Monitor results and adjust thresholds and methods; continuous quality improvement
More Business Arising

• Provisional Department of Emergency Medicine
• Approved by Senate last week
Request to Change the Name of the

Department of Ophthalmology

Leonard A. Levin, MD, PhD
Chair, Department of Ophthalmology
The Department of Ophthalmology requests that its name be changed to:

Department of Ophthalmology and Visual Sciences
Why?

• The “Visual Sciences” addition recognizes our large research component which is not tied to clinical ophthalmology, but is tied to vision research

• Recognition of this joint mission would:
  – Help in improving our culture of collaboration between clinicians and scientists
  – Assist in unifying the department
  – Aid in recruitment, funding, and attracting students
Why?

• Many leading departments in Canada use that name
  – University of Toronto - Department of Ophthalmology & Vision Sciences
  – University of British Columbia - Department of Ophthalmology & Visual Sciences
  – Dalhousie University - Department of Ophthalmology & Visual Sciences
  – University of Alberta - Department of Ophthalmology & Visual Sciences
Why?

• Many leading departments in the USA use that name

University of Wisconsin, Yale University, University of Michigan, University of Iowa, Washington University at St. Louis, Vanderbilt University, University of Chicago, Albert Einstein College of Medicine, Case Western Reserve University, and many more
Who?

- Suggested, discussed, and passed at our Strategic Research Retreat
- Discussed and passed by our Executive Committee
- Discussed and passed at our General Faculty Meeting
- Discussed and passed by the Deanery Executive Committee
Questions?
Community Health and Social Medicine (CHASM) Incubator

Gordon Best, MDCM 2
Koray Demir, MDCM 4
Julie De Meulemeester, MDCM 1
Kacper Niburski, MDCM 1
David-Dan Nguyen, MDCM 1
“I have to choose between eating or my period.”
What is the future of medical education?
Can community work be innovative?
Which skills can equip physicians for social entrepreneurship?
“Lack of resources... to create and nurture such partnerships” - Faculty Council Minutes, Dec 2017

“... sharp corrections are needed, particularly in innovative performance” - Naylor Report, 2017
Project Renaissance

Goal 1
Learning-centered approaches

Goal 2
Interdisciplinary approaches

Goal 3
Educational research
CHASM Models

Figure 1. CHASM structure

Figure 2. User-designed curriculum
Community Health as Innovation

- Future of care is local
- Montreal-based problems with Montreal-based solutions
- Curriculum builds on social accountability, entrepreneurship, and project development
- Iterative design: evaluation and implementation same time; novel method

Figure 3. CHASM design process
First of its Kind

- Empowering students to enact change
- Interprofessional approach to community health
- Multidisciplinary skills acquired
- New frontier for service learning
- Unique combination of the best of startup culture and community health

June 2017
- CHASM Founded

Sept 2017
- Staff Chosen

Jan 2018
- 3 Projects Chosen

Mar 2018
- SOC Fund

May 2018
- Faculty Council

Figure 2. CHASM rough timeline
CHASM’s Partners

- Promoting global health at the local level
- Guidance, funding, and access to opportunities

- Advancing the Social Accountability and Community Engagement Office’s objectives
- Guidance and mentorship
CHASM in Numbers

8 workshops
3 projects
22 mentors
3000 funding
Necessary Elements

- Projects that are diverse, accessible, relevant
- That focus on historically marginalized populations
- That can create health outcomes both small scale and large
- That are welcomed by the community, and can be continued by them

Figure 4. Impact matrix from curriculum doc
Current Projects

- HPV clinics for disadvantaged women
- Transition year
- Mentorship programs for POC
- Partnered with two city high schools
- Monthly womanly products for homeless women
- Much publicity and numerous charities
Supporting Young Black Students (SYBS)

- Launched by Lashanda Skerritt (Med 2) and Clement Belanger Bishinga (Med 2)
- Working on funnel program with two high schools in Montreal
- Partnered with Explore! Careers in Health, securing spots for POCs
- Expanded mentorship team to ten students in Montreal
- Hosted two events, planning four more

Figure 5. SYBS featured at the CFMS
Community Ambassadors to Conquer HPV (CATCH)

- Launched by Claudele Brault (Med 4) and Avina de Simone (Med 4)
- Partnered with Montreal clinic providing HPV shots free of charge
- Working on webapp for calendar clinic
- Hosted a spin cycle event to raise further funds

Figure 6. CATCH recruitment poster
Monthly Dignity (MD)

- Launched by Julia Coste (Social Sciences 2) and Chloe Pronovost-Morgan (Business 2)
- Partnered with The Native Women’s Shelter of Montreal and The Salvation Army
- Featured on numerous news outlets in Montreal
- Hosted regular events, fundraising efforts, and did two drives

Figure 7. MD on Breakfast Television Montreal
CHASM’s Recognition

SPEAKERS INSPIRING THE FUTURE OF HEALTH
AUGUST 20-21, WINNIPEG
REGISTER NOW
CHASM’s Recognition

- Featured on Med e-News and Nursing e-News
- Will be featured on Metro news young leaders feature
- Currently finalists for Forces AVENIR award

- SOC: $2500
- SPCI: $400
Goal 1 - Expand Internal + External

- Developing a longstanding partnership with CHAP to accept projects for students
- Work with Faculty on Renaissance goals
- Create two additional CHASMs in Quebec medical schools by 2019

Figure 8. Quebec medical schools
Goal 2 - Partner with Organizations

- Partner with Quebec incubators, while becoming the exclusive health-based social venture
- Partner with JOULE and broadly, the CMA
- Work with ten community organizations to source students to, and broaden the mandate of possible projects

Figure 9. # of general + health incubators
Goal 3 - More Projects, Funds

- Fund four interdisciplinary projects yearly by 2019
- Increase funding to $10,000 annually by 2020
- Create two partnerships with Montreal-based startups
- Develop an equity model with revenue of associated private firms + partners exposure by 2019

Figure 10. Projected funds + projects
Faculty Council - Your Assistance

Funding

Mentorship Network

Curriculum
Thank you
Stages of Design

- **Discovery**: critical engaging + creating theory of change
- **Design**: focusing on solution-building, determining touchpoints and burn-areas
- **Delivery**: implementing solution in variety of scales with community
- **Evaluation**: looking at impact and key metrics of health outcomes
- **Iterative, constant feedback** buffeted by mentorship and funding

Figure 4. CHASM design principles
Dr. Michel Tremblay
Stem Cell Research Initiative
Dopaminergic Neurons from iPSCs

Courtesy Dr. Carl Ernst,
Douglas Hospital McGill University
A relatively new field of research?

One to billions of cells
Charles Philippe Leblond
Chair of the dept. of Anatomy and cell biology

Static cell populations
Expanding cell populations
Renewing cell populations

'Stem Cell Renewal Theory'
Renewal of spermatogonia in the rat testis.
Y. Clermont and C.P. Leblond.
Am. J. Anat. 1953, 93, 475 502
**Induction of Pluripotent Stem Cells from Mouse Embryonic and Adult Fibroblast Cultures by Defined Factors**

Kazutoshi Takahashi¹ and Shinya Yamanaka¹,²,*

¹ Department of Stem Cell Biology, Institute for Frontier Medical Sciences, Kyoto University, Kyoto 606-8507, Japan
² CREST, Japan Science and Technology Agency, Kawaguchi 332-0012, Japan
*Contact: yamanaka@frontier.kyoto-u.ac.jp
DOI 10.1016/j.cell.2006.07.024

**SUMMARY**

Differentiated cells can be reprogrammed to an embryonic-like state by transfer of nuclear cond- or by fusion with ES cells (Cowan et al., 2005; Tada et al., 2001), indicating that unfertilized eggs and ES cells contain factors that can confer totipotency or pluripotency to somatic cells. We hypothesized that the factors that

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**Diagram:**

- Totipotent Stem cells
- Pluripotent Stem cells
- Multipotent Stem cells
- Unipotent Stem cells
- Differentiated cells
McGill Regenerative Medicine: Strategic Research Plan

Canadian Stem Cell Foundation

Stem Cell Network

BC REG MED

Biocan RX

Center for Commercialisation of Cancer Immunotherapy

Cell

ThéCell: Le réseau de thérapie cellulaire et tissulaire du Québec

Quebec Provincial Network for Cell, Tissue and Organ Therapies

Cellcan

Héma-Québec

OIRM

Ontario Institute for Regenerative Medicine

Canada

National Research Council Canada
Appendix 1A: Funding in Millions from 2006/7 – 2010/2011

Funding in Millions $ 2006/7 – 2010/11

<table>
<thead>
<tr>
<th>University</th>
<th>Funding</th>
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<tbody>
<tr>
<td>McGill U.</td>
<td></td>
</tr>
<tr>
<td>U. Montreal</td>
<td></td>
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<tr>
<td>U. Alberta</td>
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<tr>
<td>U. Toronto</td>
<td></td>
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<tr>
<td>U. McMAster</td>
<td></td>
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<tr>
<td>U. Ottawa</td>
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<tr>
<td>U. British-Columbia</td>
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McGill is 7th

Appendix 1B: Number of scientists 2010-2011

Nbr of Scientists in SCRM 2010-2011

<table>
<thead>
<tr>
<th>University</th>
<th>Scientists</th>
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<tr>
<td>McGill U.</td>
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<tr>
<td>U. Montreal</td>
<td>100</td>
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<tr>
<td>U. Alberta</td>
<td>16</td>
</tr>
<tr>
<td>U. Toronto</td>
<td>110</td>
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<tr>
<td>U. McMAster</td>
<td>19</td>
</tr>
<tr>
<td>U. Ottawa</td>
<td>34</td>
</tr>
<tr>
<td>U. British-Columbia</td>
<td>50</td>
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</table>

McGill is 7th
Appendix 1C: Number of publications in Stem cell and Regenerative medicine past 20 years.

Nbr of Papers from 1998-2018

<table>
<thead>
<tr>
<th>University</th>
<th>Papers</th>
</tr>
</thead>
<tbody>
<tr>
<td>U. British-Columbia</td>
<td>1821</td>
</tr>
<tr>
<td>U. Ottawa</td>
<td>886</td>
</tr>
<tr>
<td>U. McMaster</td>
<td>605</td>
</tr>
<tr>
<td>U. Toronto</td>
<td>3606</td>
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<tr>
<td>U. Alberta</td>
<td>932</td>
</tr>
<tr>
<td>U. Montreal</td>
<td>1239</td>
</tr>
<tr>
<td>McGill U.</td>
<td>1447</td>
</tr>
</tbody>
</table>

Sources: Append. 1A and 1B - Canadian Government study on Stem cells - 2012:

(Please note McGill # of RM scientists was estimated from funding amount) - Append. 1C – Web of Science
6 Faculties
20 departments
All research institutes of our affiliated hospitals
80 PI investigators in stem cells and Reg. Med.

Source: Web of Science
McGill Regenerative Medicine: Strategic Research Plan

Réseau en cellules souches et médecine régénérative

McGill

Stem Cell and Regenerative Medicine Network

ISCT 2018
Montréal · Canada
May 2-5

McGill U. SCRM Station at the Canadian booth of the International Society Cell & Gene Therapy meeting, Montreal May 4-7, 2018
Dopaminergic Neurons from iPSCs
Courtesy Dr. Carl Ernst,
Douglas Hospital McGill University
1- To expand our footprint from McGill to the world (Establishing and promoting the MRM network from seminars to conferences, media releases, and international scientific outreach).

2- To understand and to translate RM biology (Encouraging and financing basic infrastructure, and fundamental research programs of MRM across McGill and affiliated institutions).

3- To develop and implement MRM clinical pipelines (Supporting diverse clinical pipelines and sustaining translational research from Phase 1 to Phase 3 trials at our hospitals and research institutes).

4- To foster the next generation of transdisciplinary RM HQP (Building and implementing a graduate training program to expand mentorships and interest in RM).

5- To develop and sustain impactful actions in clinical applications, ethical, legal and social implications of RM
McGill Regenerative Medicine: Strategic Research Plan

Medicine / VP Research

Director

Board of MRM
from McGill and affiliated institutions
basic, clinical
science, law, engineering, nursing...

MRM Coordinator

MRM Scientific Advisory Board
local, provincial, national,
international

MRM Network Steering Committees
Chairs of the Commitment axis

COMMITMENT 1: To expand our footprint from McGill to the world

COMMITMENT 2: To understand and to translate RM biology

COMMITMENT 3: To develop and implement MRM clinical pipelines

COMMITMENT 4: To foster the next generation of trans-disciplinary RM HQP

COMMITMENT 5: To sustain and develop action in clinical, ethical and legal RM
Budgetary Guidelines

• The MRM budget will be obtained from diverse sources. (Increasing budget towards $1 millions/yr) (Faculties, Institutes, Philanthropy, Grants, Foundations, Sponsors…)
• At a minimum we will double the funds that the faculty will invest.
• MRM intends to maintain a minimal administrative structure.
• The MRM network promotes the research endeavors of all McGill investigators.
• All funds collected will be used to fulfill our five Commitments in the SRP.
• Funds will be distributed in their entirety to support the activities and research programs of members.
• MRM funds will not build new core facility infrastructure, but rather will support existing cores.
• A crucial aspects is that Medicine and the affiliated institutions establish 3–5 basic and clinical chairs in RM
Fundamental Research

**Bioprinting to generate complex tissue constructs**
Dr Matt Kinsella

**Stem Cell Bioprocessing Lab**
Dr Corinne Hoesli

**iPS cells for neuronal regeneration**
Dr Carl Ernst
No more insulin injections, welcome islet transplant

Dr Steven Paraskevas

Vaccination with primed autologous dendritic cells

Dr Michel L. Tremblay

Lady Davis Institute’s Clean Room

Dr Nicoletta Eliopoulos

Cord MSC to help healing post kidney transplant

Dr Jean Tchervenkov

A New Border Crossing in the advancement of medicine

Dr Pierre Laneuville

Limb Reconstruction Centre for Children-Canada

Dr Reggi Hamdy, Dr Hadil Al-Jallad
McGill Regenerative Medicine: Strategic Research Plan

THE REDACTION TEAM (alphabetical order)
Carl Ernst Dr. <carl.ernst@mcgill.ca>
Terry Hebert, Dr. <terence.hebert@mcgill.ca>
Erika Kleiderman, Miss <erika.kleiderman@mcgill.ca>
Linda Peltier Dr. <linda.peltier@muhc.mcgill.ca>
Michel L. Tremblay, Dr. <michel.tremblay@mcgill.ca>

Consultant
Judith Kashul <judith.kashul@sympatico.ca>

STAKEHOLDER meetings
VP Research and Innovation: Dr. Martha Crago
Associate VP Research - Biomedical and Health: Dr. Anne McKinney
Associate Dean Research - Medicine: Philippe Gros,
MUHC – Research Institute - Director: Dr. Bruce Mazer
Lady Davis Research Institute – Director: Dr. Roderick McInnes
Montreal Neurological Institute - Director: Dr. Guy Rouleau,
Montreal Neurological Institute – Scientific Director: Dr. Ted Fon
Shriners Hospital: Director of Research: Dr. René St-Arnaud
Goodman Cancer Research Centre – Director: Dr. Morag Park

James G Martin, Dr <james.martin@mcgill.ca>
Roderick McInnes, Dr. <rod.mcinnes@mcgill.ca>
Thank you!!

Images from Dr. Carl Ernst, Douglas Institute, McGill U.
Dr. Mara Ludwig
Project Renaissance
Strategic Planning: Academic Affairs
5 key areas were identified:

• Promotion Criteria and Recognition for GFT-H Faculty
• Remuneration and Tenure For MD Faculty
• Remuneration and Tenure For PhD Faculty
• Work-Life Balance
• Mentoring
Promotion Criteria and Recognition for GFT-H Faculty

• CAS (clinical) appointments with appropriate promotion criteria (only 2 of 3 categories of academic duty required)

• Established new criteria: research and other original scholarly activities, and professional activities, including professional or clinical innovation (Innovation that has an influence on the practice of the profession, and that is published, publicized or otherwise recognized in a way that makes possible its evaluation by external peers. For CAS (clinical/professional) this could include introduction and/or establishment of novel clinical techniques or programs)

• Annual review process with agreed upon benchmarks

• Access to employee benefits, eligibility for Principle’s Prize, etc
CAS (contract academic staff) pathway (2010)

- Clinical (physicians)
- Research
- Professional (member of professional order)
- Teaching (educational specialists - November 2017)

Distinct set of responsibilities and appropriate promotion criteria
CAS Promotions 2008-2016

Number of candidates promoted

Year

Full Professor
Associate Professor
Assistant Professor

McGill Faculty of Medicine Faculté de médecine
“Tenure for clinicians” program introduced:

- Address inequity in tenure stream positions across clinical depts.
- Takes advantage of FRQS/FMSQ *rémunération recherche* program (2008)
- Clinician scientists recruited into CAS (clinical) positions
- Provost guarantees tenure track slots after completion of FRQS *chercheur boursier* cycle (Jr I, II and Sr)
- Hybrid funding model with more modest base salary plus renewable 5 year contract based on research productivity (accountability)
- “Early” tenure consideration
- Follows University tenure regulations
Remuneration and Tenure for PhD Faculty

- Primarily “classic” tenure stream positions ("if it’s not broke, don’t fix it")
- CAS (research) stream, supported by “soft funds” to enhance research capacity
Mentoring

_Telemachus project_ (led by Lesley Fellows, Assistant Dean, AA)

The Telemachus Project is an innovative mentorship program that combines elements of peer and ‘vertical’ mentoring to support and enhance faculty success within the Faculty of Medicine. The broad aim is to provide faculty members with the information, personal connections and skills they need to flourish across the full range of academic profiles and all career stages.
Work – Life Balance

?
Academic Affairs

Academic Affairs Strategic Planning (2017-)

• Sustainability of tenure stream professoriate and CAS (research) career pathway (Ludwig)
• CAS professors evaluation and recognition (Ludwig)
• Faculty wellness (Fellows)
• Engaging medical faculty in non-traditional environment (Fellows)
Workgroup #1: Sustainability of tenure stream professoriate and CAS (research) career pathway

Membership:

Mara Ludwig (chair)

- Dr. Bruce Mazer, Interim Director, MUHC RI;
- Dr. Gerry Batist, Interim Director, Lady Davis Institute;
- Dr. Gustavo Turecki, Chair, Department of Psychiatry and Douglas Hospital Research Center;
- Dr. Michael Shevell, Chair, Department of Pediatrics;
- Dr. Gerry Fried, Chair, Department of Surgery;
- Dr. Jim Martin, Chair, Department of Medicine;
- Dr. Albert Berghuis, Chair, Department of Biochemistry;
- Dr. Ted Fon, Associate Chair, Department of Neurology and Neurosurgery, Associate Scientific, Director, MNI
Challenges:

• 576 positions; $60 million from the Provost
• 70% funding model (30% - ~$25 million) from external salary awards, endowed chairs, partnership agreements, etc)
• Challenge of partnership agreements with RI’s (TTPA), hospital foundations
Academic Affairs

Recommendations and potential solutions

• Maintain current numbers vs “twofers”
• Identify alternate sources of funding: Foundations to support people, not “bricks and mortar”; IP
• Adapt “tenure for clinicians” model for PhD scientists in clinical departments
“Tenure for PhD scientists” in clinical departments

- Initial appointment CAS (research)
- FRQS *Chercheur boursier* (Jr I, II, Sr)
- Partial support from Provost funds
- Tenure track transfer (at what point in the cycle?)
- “Early” tenure consideration
- Hybrid funding model does not work
- Reserve a set number of slots/department
- Need to respect University policies/regulations
- MAUT input
CAS (research) career pathway

• Currently 90 CAS (research) professors, primarily on soft funds
• Active in 2 of 3 domains of academic duties: teaching, research, service, most do all 3
• Sustainability of “soft” funding
• Ambition of tenure track status
• Tenure for PhD scientists in clinical departments – new model
• Transfer after 6 years?
• Reserve a set number of slots/department
• Open competition for slots – need for transparency
• Need to respect University policies, regulations
Workgroup #2: CAS evaluation and recognition

Membership:

• Mara Ludwig (Chair)
• Judith Soicher (Co-Chair) CAS (professional) SPOT
• Geoffrey Noel  CAS (teaching) ACB
• Koren Mann CAS (research) Oncology, LDI
• Alyson Fournier tenure stream, NNS
• Jeffrey Wiseman CAS (clinical) Medicine
• Caroline Marchionni CAS (professional) ISON
• Christine Dolden (AAO)
Academic Affairs

• 4 categories: clinical, professional, research, teaching
• Excepting clinical, others evaluated according to tenure stream criteria – teaching, research, service, despite being expected to perform in 2/3.
• Excepting clinical, merit available
• Need to define expectations at time of recruitment (LOO)
• Need for appropriate benchmarks
• Need for appropriate evaluation forms to enable allocation of merit increases
• CAS (clinical): Need to improve/update the established process
Workgroup #3: Faculty Wellness

Membership:
• Lesley Fellows, Chair
• Maria Di Feo (Nursing)
• Michelle Elizov (Med, FacDev)
• Steven Grover (Med)
• Namta Gupta (Fam Med, WELL office)
• Mimi Israel (Psychiatry)
• Audrey Juras (Fam Med)
• Wassim Kassouf (Surgery)
• Lenora Lalla (Fam Med, CPD)
• Nancy Mayo (SPOT, EBOH, Med)
• Laurie Plotnick (Pediatrics)
• defining wellness in a useful way
• assessing what we know about faculty wellness locally, & wellness initiatives here and elsewhere
• identifying barriers to, and facilitators, of wellness
• recommendations for tracking and action on wellness
Workgroup #4: Academic engagement for faculty in non-traditional environments

Membership:
- Lesley Fellows, Chair
- Michelle Elizov (FacDev, CIUSS)
- Orly Hermon (Fam Med, community clinic)
- Mylène Dandavino (Pediatrics, innovation in med. ed.)
- Ben Burko (Pediatrics, community clinic)
- Barbara Young (Int Med, Gatineau)
- Liam Durcan (Neurology, community clinic)
- Chris Zalai (Surgery, Lakeshore)
- Sunil Garg (Cardiology, Lachine)
- Shawn Cohen (Ophthalmology, community clinic)
- Robert Carlin (Fam Med, North)
How to sustain and invigorate academic engagement of clinical faculty in the face of changing clinical care models and environments?

- **Strengthening Connections**
  - between faculty members and the Faculty of Medicine
  - between faculty members and their academic departments
  - between faculty members with common interests, activities, challenges (i.e. regardless of site, department, unit)

- **Promoting Excellence**
  - Clear expectations, timely & constructive recognition of performance
  - Ensuring conditions for success: matching resources to needs for clinical teaching

- **Flexibility**
  - anticipate continued rapid change in clinical teaching environments

NB Many of the issues discussed were not unique to ‘non-traditional’ settings, i.e. the group saw challenges working inside and outside traditional teaching hospitals that were much the same, differing mainly in degree rather than kind.
Academic Affairs

- Strengthening Connections
  - improve internal communications
  - consult with Chairs to identify and address barriers to engagement with ‘distant’ faculty members
  - assess mentorship needs of faculty working in non-traditional sites and develop programs to meet those needs

- Promoting Excellence
  - Review/update LOO templates, including for part-time appointments, re: clarity of expectations
  - Improve orientation (in partnership with Faculty Development Office)
  - Continue to optimize annual evaluation framework for clinical faculty, implement a ‘light’ version for part-time faculty?
  - Needs assessment survey to identify resource and development needs

- Flexibility
  - anticipate continued rapid change in clinical teaching environments
  - provide a voice for this faculty constituency in on-going decision-making
  - all resources in French & English
well-being

connected
control
ergetic
exercise
part
self-awareness
state
empathy

physical

positive
tolerant
appreciated
peaceful

spiritual

feeling

state

balance

belonging

quality

meaning

mental

absence

self-care

life

productivity

enthusiasm

innovation

resilience

fulfillment

Academic Affairs
A Few Highlights

✓ Updated Strategic Research Plan launched
✓ New Strategic Education Plan launched
✓ Ingram School of Nursing moves to new state-of-the-art facilities
✓ MI4 is created and receives $15M funding
✓ McGill-Génome Québec Innovation Centre and Canadian Centre for Computational Genomics to receive $16.2M over 5 years through Genome Canada awards
✓ $16M gift establishes new autism research centre at the Montreal Neurological Institute
A Few Highlights

- New School of Population and Global Health holds inaugural Victor and Ruth Dzau lecture
- International Advisory Board in place
A Few Highlights

✓ New Clinical Innovation Competition and Hakim Family Prize
✓ 1st competition held yesterday (May 22)
✓ More than 40 superb proposals
✓ 5 finalists selected to pitch
✓ And the winners are...

1st Place - Saccade Analytics
2nd Place - Aifred Health
3rd place - 3D Printed Porous Hip Stem
A Few Highlights

✓ 1st cohort of McGill’s Physical Therapy Master’s degree level Extension Program at UQAC graduate
✓ University Advancement Medicine raises $32.2M!
✓ On the international front:
  – 6 Faculty missions abroad (Cyprus, China, Middle East)
    • April 2018: 1 MOU and 1 Collaborative Agreement signed with Wuhan University (Wuhan, Hebei); 1 MOU with Wenjiang District Government (Chengdu, Sichuan); and 1 multi-lateral MOU with Tianfu New Area Chengdu Management Committee / UESTC / West China School of Medicine / Cuban Neuroscience Centre
  – McGill and Faculty officially registered with State Administration of Foreign Experts Affairs (SAFEA) as a certified foreign expert in China
International (cont.)

– 14 Visiting Delegations (Australia, Belgium, China, France, Japan, Oman, Thailand, United Arab Emirates)

– Total: 31 Signed Agreements (21 in Asia [14 China-7 Japan], 3 in Europe, 2 in Africa, 2 in the Middle East, 2 in North America and 1 in South America)

– Main areas of interest: Primary Care, Neurosciences, Nursing, Faculty Development, UGME Electives and Postgraduate Medical Training
Challenges

- CaRMS
- Competency-based Medical Education
- Learning environment!
Kudos

Quebec National Assembly Medal of Honour and Commander of the Order of Montreal
Dr. Brenda Milner

Election to the American Society for Clinical Investigation
Dr. Donald Sheppard

Elected Fellow of the British Academy of Medical Sciences
Dr. Claudio Cuello

Canadian Association of Radiologists
Gold Medal Award
Dr. Lawrence Stein
More Kudos

International Human Frontier Science Program Organization
Career Development Award
Dr. Stuart Trenholm

Selected to Serve the National Institutes of Health’s
Musculoskeletal Tissue Engineering Study Section, Center for Scientific Review
Dr. Jackson Mwale

Selected to sit on the Pediatric Surgery Board of the American Board of Surgery
Dr. Pramod Puligandla

Honorable Senate of Argentina
Mención de Honor Senador Domingo Faustino Sarmiento
Dr. Carlos Morales

McGill Faculty of Medicine Faculté de médecine
Still More Kudos

‘Festschrift’ Gastroenterology Symposium held in Honour of Life’s Work
Dr. Ernest Seidman

Named Among the Most Influential Alumni
by University of California, Berkeley’s School of Public Health
Dr. Madhukar Pai

University Fernando Pessoa, Porto, Portugal
Honorary Doctorate
Dr. Eduardo Franco

Quebec Sciences Magazine
Discovery of the Year 2017
Dr. Kevin Petrecca (with Prof. Frédéric Leblond)
Kudos to Our Students

Senate of Canada 150 Medal;
Governor General of Canada’s Sovereign’s Medal for Volunteers;
Canadian Federation of Medical Students-MD Financial Management Leadership Award;
CaRMS Sandra Banner Student Award for Leadership
Olivia Monton

3-Minute Thesis Award Winners
Jay Olson, Gabrielle Houle, Surashri Shinde

Post Graduate Student Association of the Year Award
and the Best Academic Event Award
Family Medicine Graduate Student Society
Kudos to Our Students

McGill Award for Equity and Community Building
(Co-recipient in the Team category)

Explore! Careers in Health Program
Kelly Hennegan
Amanda Try
Arzu Chaudhry
Liang Chen
Nathan Friedman
Alexie Gendron
Dr. Nadir Goulamhoussen
Rea Konci
Salima Ramdani
Aidan Steinmetz-Wood
Hossein Taheri
Melissa Xie
Sarah Zahabi
Since June 2017

McGill Dean of Medicine Awards of Excellence

Priyabrata “PB” Mukhopadhyay Award
Philippe Laroche
Anne McCormick Award
Jarrod Nichol
Pamela Chase Award
Joseph Dubé

College of Family Physicians of Canada

Family Medicine Researcher of the Year Award
Dr. Pierre Pluye
Ian McWhinney Family Medicine Education Award
Dr. Miriam Boillat
Lifetime Achievement Award in Family Medicine Research
Dr. Yvonne Steinert
Since June 2017

McGill Faculty of Medicine Prizes

Maude Abbott Prize
Dr. Srividya Iyer
Haile T. Debas Prize
Dr. Robert Carlin
Rosemary Wedderburn Brown Prize
Dr. Nicole Li-Jessen

Senate of Canada 150 Medals
Dr. Alan Evans, Dr. Andrea C. LeBlanc, Dr. Bernard J. Lapointe

Royal Society of Canada’s McLaughlin Medal
Dr. Michel Tremblay

Canadian Medical Hall of Fame Laureate
Dr. Balfour Mount
Since June 2017

Prix Galien Canada – Research Award
Dr. Ernesto L. Schiffrin

Prix Albert-Jutras de la Société de radiologie du Québec
Dr. Raquel del Carpio

International Society of Quality of Life’s President’s Award
Dr. Nancy Mayo

Canadian Cancer Research Alliance’s Award for Distinguished Service to Cancer Research
Dr. Eduardo Franco

McGill University Lifetime Achievement Award for Leadership in Education
Dr. Linda Snell

Canadian Society for Clinical Investigation’s Distinguished Scientist Award
Dr. Roderick McInnes
Since June 2017

Cystic Fibrosis Foundation’s Paul di Sant’Agnese Distinguished Scientific Achievement Award
Dr. Gergely Lukacs

Canadian Society of Allergy and Clinical Immunology’s F. Estelle R. Simons Award for Research
Dr. Moshe Ben-Shoshan

Royal College’s Mentor of the Year for Region 4
Dr. Donald Sheppard

CIFAR Azrieli Global Scholar
Khanh Huy Bui

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
Since June 2017

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

PGME Program Director Leadership Award
Dr. Thierry Benaroch
Since June 2017

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
Dr. Robert and Sharon Francis Canadian Medical Hall of Fame Award
Tianwei (Ellen) Zhou

Étudiants-chercheurs étoiles Award, Fonds Nature et technologies (October)
Olanrewaju Ayokunle

Mitacs Master’s Award for Outstanding Innovation
Justine Behan

Lexy Fellowes Award
Carol-Ann Dom

McGill Rhodes Scholar
Alexander Lachapelle
Since June 2017

Pam and Rolando del Maestro William Osler Medical Students’ Essay Award
Clare Fogarty & André Lametti

Evelyne Rocque Malowany Convocation Prize & Anne Marie Hum Fong Memorial Prize
Vanessa D’Aquila

Pearson Book Prize
Hailey Schwass

Steinberg Global Health Postdoctoral Fellowship
Shaun Cleaver

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!