



McGill

Faculty of
Medicine and
Health Sciences

Faculté de
médecine et des
sciences de la santé



JANUARY 15, 2021

MESSAGE FROM THE CHAIR OF MEDICINE

Bracing: We have battened down the hatches, put up the storm windows and are bracing/facing for the worst of the pandemic. I'm very grateful to all who are contributing in innumerable ways to create capacity with very limited resources. We must remember this. We can't forget the impacts of having so little slack/redundancy in our systems. Beyond this challenge (after the storm), we will advocate for buffer capacity to face our next "unexpected" (yet expected) challenge. Our advocacy needs to reach leaders, politicians and the voting public. We are all collectively responsible and we can do better.

Don't let your professionalism guard down: We are all human and imperfect. These are extraordinarily trying times- we are exhausted, being asked to do more when we feel we can't and doing things we aren't used to. It is **easy to let professionalism slip** (inappropriately express frustration, display anger, lash out at others). Professionalism can't be set aside, even in a pandemic. Our patients, trainees and colleagues are watching. Physicians, yes are human, but are also important societal role models. Consider **better outlets for frustration**- Zoom/call a confidante to vent, exercise, hit a punching bag, dance, play an instrument etc...

Announcement: Congratulations to Dr. Regina Husa



Congratulations to Dr. Regina Husa! Dr. Husa was appointed to the role of Associate Dean, Postgraduate Medical Education (PGME) and Professional Affairs, Faculty of Medicine and Health Sciences, effective January 1, 2021. Dr. Husa has a long track record of leadership in medical education including being the Assistant Dean, Accreditation, PGME and CBME Lead for PGME. Dr. Husa is an active member of the Division of Cardiology in the Department of Medicine.

We are proud to have excellent leaders in the Department. Please join me in wishing Dr. Husa success in this new leadership role.

Announcement: Dr. Maude Peretz-Larochelle, co-Director, Cardiology Residency Training Program



We are pleased to announce the appointment of Dr. Maude Peretz-Larochelle, as co-Director of the Cardiology Residency Training Program, effective January 1, 2021. Dr. Peretz-Larochelle replaces Dr. Annabel Chen-Tournoux, recently appointed to the position of Associate Chair, Education (DOM), whom we thank for her excellent service.

Please join us in wishing Dr. Peretz-Larochelle success in her new role.

Safe Passage for essential activities from 20h00-05h00 (January 9 - February 8, 2021)

For McGill campus-based faculty, staff and students:

- Letters will be provided by the Department only on an as-needs basis, and not pre-emptively.
- If you or one of your staff or graduate students requires a letter to access McGill campus for essential activities during the curfew period, please send an email with detailed justification to teresa.alper@mcgill.ca

For hospital-based and research-institute-based faculty, staff and trainees:

- Letters will not be provided by the Department.
- If you are circulating during the curfew period - going to or from work/training at the hospital or research institute - then, depending on your situation, keep the following on your person: hospital ID; student ID; proof of CMQ license; call schedule.

Annual Academic Evaluation Exercise – 2020 Reference Period

McGill recognizes that the impact of the pandemic on academic productivity/contribution in this extraordinary and unusual year. Importantly, individual academic impact has been highly variable and beyond individual's control in almost all circumstances. As such, the academic evaluation exercise this year will be different.

Tenure track faculty: Individualized e-mails will be sent 1) requesting you complete a self-assessment, 2) to inform you of your merit category which will be based 2018/2019 productivity and 3) to offer you the option to review your self-assessment with your direct supervisor (which will then be reviewed by the Chair (or delegate e.g. Associate Chair). The latter process will give you the possibility to request an anomaly given an excellent 2020 that could exceptionally change your merit category.

Contract academic staff (CAS): (i.e. non-tenure): All CAS Faculty will have the option of completing an electronic self-assessment and the option of meeting with their direct supervisor. I would encourage folks to do both. It is an opportunity for self-reflection, chat about short/long-term career planning and check-in. However, there will be no mandatory reporting to the Department, the Faculty or McGill.

Division Directors: will have 1:1 meetings with the Chair (MUHC DDs) or Associate Chair (JGH DDs) or SMH Associate PIC (SMH DDs) with optional review of academic productivity but with required self-reflection/review of leadership and leadership/Divisional plans for 2021/beyond.

Best,
Marc

Marc Rodger MD FRCPC MSc (Epidemiology)
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