



**McGill**

Faculty of  
Medicine and  
Health Sciences

FACULTY OF MEDICINE & HEALTH  
SCIENCES, FACULTY COUNCIL

## **Steering Committee**

### **Minutes**

January 26, 2022

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Minutes of the meeting of the Faculty Council Steering Committee held on January 26, 2022 at 2:00 p.m. via Zoom.

#### **PRESENT (via Zoom)**

Arora, Anish (PGSS)	Colby, Diana ( <i>first 30 minutes</i> )	Eidelman, David (Chair)
Fierheller, Caitlin	Gonnerman, Laura	Maione, Stefanie (secretary)
Marchionni, Caroline ( <i>last 30 minutes</i> )	Marelli, Ariane	Moss, Leah
Music, Sanela (ARM)	Robaire, Bernard	

**Regrets:** Alexander Valerio (MSS)

#### **1. Review of the November 2, 2021 Steering Committee Minutes**

The minutes were approved without change.

#### **2. Review of the December 7, 2021 Faculty Council Minutes**

The minutes were approved without change.

#### **3. Additional representation on Faculty Council**

L. Moss noted that with the evolution of the governance structures within the Faculty, an analysis of the categories currently represented on Faculty Council and others that might be missing was undertaken. She suggested to continue our audit and circulate a summary of the findings via email. The Chair agreed this sounded appropriate and efficient.

<b>FOR ACTION:</b> L. Moss to prepare audit of additional representation and circulate summary of findings via email for the Steering Committee's consideration
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#### **4. Review of topics for the February 22, 2022 FC meeting [education, research, students]**

In advance of discussions on scheduled topics, the Chair addressed important issues within the Faculty. The first of which relates to a letter published in the Canadian Medical Association Journal (CMAJ) by a McGill physician that was felt to be Islamophobic by some members in the

School of Medicine. In response, the Chair met with concerned individuals and disseminated a letter with the theme: *words matter*, which expresses the need for respect for others no matter the circumstances.

The second issue discussed was the passing of a Med4 student by suicide. This event caused significant distress, especially in the Medical Undergraduate Program.

D. Colby mentioned the Faculty has been working closely with the WELL Office, Undergraduate Medical Education and an internal expert on suicide regarding the passing of the medical student. She notes the incident has been in the media, and stressed the Faculty has been following the recommendations from the expert on new best practices in this type of situation in order to avoid contagion- that is, triggering other potential suicides. Thus, communication has been limited to those directly affected and then the news has been more widely distributed.

B. Robaire was in favor of the Chair using opening remarks to discuss the themes in his letter (*words matter*). Since the medical school and Faculty are not yet at a debrief session stage related to the passing of the Med4 student, the suggestion is to discuss the protocol the Faculty is following which dictated the methodology to inform our community. The suggestion is to reiterate especially to our health professionals who are involved with this that the protocol is almost un-intuitive in many ways for their training, however current evidence shows that limited targeted messaging is the way to prevent contagion. The Chair suggested we can build on this, but perhaps for the Spring Faculty Council meeting, noting the death can be acknowledged during the *In Memoriam* section at the February meeting.

A. Marelli stated that in terms of *Words Matter*, there is a difference between writing as a private citizen and writing with a McGill title which might be interpreted as making a statement on behalf of the Institution, so wondered if there might be a policy whereby if your title is included, perhaps a disclosure statement that these are one's own views should also be included. The Chair confirmed there is such a policy whereby one is supposed to go through Communications and it exists at McGill, at the MUHC and elsewhere, it was simply not followed in this particular case and warrants being reminded. C. Fierheller indicated she had not received communications about either issue, and noted it would be important to discuss at Faculty Council to find out why not everyone received these types of communications. The Chair agreed. A. Marelli suggested that at a future meeting, we could have a presentation about research on the topic of suicide, what is the data on what happens in medical school and what does the Faculty do, hearing from both the learner and researcher perspective. The Chair agreed this was a good suggestion. L. Moss suggested this be done when the McGill policy is ready. The Chair agreed.

## Student topics:

- i. *NEW TOPIC: Harmonized Stipends for Graduate Students (vote required):* L. Moss mentioned that A. Ryan presented this to the Faculty Leadership Commons and is scheduled to make a presentation at Deanery as well, which would then be presented for ratification at Faculty Council. The Chair noted he asked to meet with A. Ryan before a vote is done so as to ensure all units in the Faculty are fine with it. L. Moss suggested this topic be tabled until

more is known. B. Robaire suggested following Senate protocol to discuss the topic at Faculty Council and hold the vote at the May 25 meeting. After some discussion, the Chair agreed this is an important issue but should be deferred to a future meeting.

- ii. *NEW TOPIC: McGill Journal of Medicine:* B. Robaire suggested this be presented at the February 22 Faculty Council meeting. All agreed.

**FOR ACTION:** L. Moss to invite presenters

- iii. *Planetary health issues:* L. Moss suggested this as a great student topic, noting the medical students have some recommendations for the Faculty. B. Robaire noted the lack of involvement from the Faculty of Medicine and Health Sciences in McGill’s Sustainability initiative in comparison to others Faculties was striking and this would be a great opportunity to move forward. C. Fierheller shared it would be good to harmonize this throughout the students. S. Music agreed, noting environmental health has and will continue to evolve rapidly and likens this to a literacy that should be a part of medical education.

**FOR ACTION:** L. Moss to invite presenters

- iv. *Inter-professional social accountability:* At the November 2 Steering Committee meeting, C. Marchionni indicated she will speak with F. Filion for an update. She further noted they are in the process of opening nurse-led clinics for people experiencing homelessness in Montreal and will confirm by the next Steering Committee meeting. As of January 26, 2022, no discussion was had.
- v. *McGill Ultrasound Interest Group (MUSIG):* At the November 2 Steering Committee meeting, A. Valerio will reach out to R. Habib who had submitted the topic initially. As of January 26, 2022, no discussion was had.
- vi. *Graduate students and postdocs:* At the November 2 Steering Committee meeting, B. Robaire indicated this topic should remain on the agenda for consideration and that we should speak to A. Ryan regularly to see when a follow-up presentation can be made. He further noted the other aspect is the implementation of recommendations made regarding graduate programs. As of January 26, 2022, no discussion was had.

## Research topics

B. Robaire suggested a discussion on what has been done well and what can be done to improve on research. He suggested Martha Crago as a presenter. The Chair agreed. It was noted the topic should be called “Research: Opportunities for improvement.”

**FOR ACTION:** L. Moss to invite M. Crago to present

- i. *Animal Facilities in Faculty of Medicine and Health Sciences:* This topic was deferred to a future meeting, after the CMARC audit. As of January 26, 2022, no discussion was had.
- ii. *Round of Committee meetings for AI:* At the November 2 Steering Committee meeting, A. Marelli indicated there will be developments over the next few months and suggested this topic remain on the agenda for consideration. As of January 26, 2022, no discussion was had.

## Education topics

- i. *NEW TOPIC: Clinical instructors in Nursing (& other Professional Schools):* As suggested by C. Marchionni at the August 25 Steering Committee meeting, in Nursing, there is a serious issue in getting clinical instructors, for which the Chair suggested a presentation could be made at a later meeting to focus on Nursing and any other Professional Schools. As of January 26, 2022, C. Marchionni provided an update in that a new pilot project concerning the creation of teacher roles who would be hired to follow groups of students based on a yearlong contract (as opposed to renewing contracts every three months or per term) is in the works but has not yet been approved, so suggested deferring this topic until more is known. All agreed.

The Chair asked if there were other current learner topics anyone wished to address. L. Moss suggested the new Bill 14 which the Chair described has to do with making internships/rotations subject to the same rules about work safety as anything else, however he noted this is awaiting feedback from Legal Services.

C. Marchionni wondered about speaking to the return to some in-person activities. The Chair stated that after much lobbying, it was decided centrally that the health professionals programs needed to have some flexibility and each program has been given the responsibility to decide how best to deliver their program given the constraints. The Faculty of Medicine and Health Sciences is thus allowed to use hospital and clinic regulations (e.g. 2 meter social distancing), however the Chair expressed concern over speaking about us versus them. C. Marchionni suggested speaking to the decision making that went around it, which the Chair replied could be added to his updates.

- ii. *NEW TOPIC: Black History Month February 2022:* L. Moss invited S. Razack and I. Ahmed to provide a brief update of the anti-Black racism plan or other initiatives they wished to share during Black History Month. The Chair thanked her for ensuring this topic was included.
- iii. *Human Trafficking:* As of November 2, 2021, C. Marchionni to follow-up with F. Filion to ascertain if this topic should remain on the agenda for consideration. As of January 26, 2022, no discussion was had.

## Faculty topics

- i. *NEW TOPIC: Guarding Minds at Work:* At the November 2, 2021 Steering Committee meeting, L. Moss explained that following a meeting of the Professional Schools, A. Gagnon mentioned the Ingram School of Nursing implemented a survey which demonstrated a high level of burnout. The thought is it might be of interest to explore this tool and topic at Faculty Council. C. Marchionni added this is a validated survey used in multiple workplaces in Canada outside of healthcare for which burnout is reflected in both staff and academic faculty, with benchmarking data in all different industry areas. She noted a need to figure out next step use of the data. The Chair suggested perhaps having N. Dayan speak about the wellness strategy being pursued in the Department of Medicine, perhaps even Whole Person Care. As of January 26, 2022, no discussion was had.

There being no other business to address, the meeting ended at 2:57 p.m.