



Minutes of the 9th meeting of the Faculty Council held on February 28, 2018 at 4:30 p.m. in the Palmer Amphitheatre, (Room 522, McIntyre Medical Building)

FACULTY COUNCIL MEMBERS PRESENT

Abrahamowicz, Michal	Filion, Francoise	Sagan, Selena
Allard, Robert	Funnell, Robert	Saunders, Sara Elizabeth
Artunduaga, Maria Monica	Gonnerman, Laura	Sharif, Behrang
Bouchard, Maxime	Khadra, Anmar	St-Arnaud, René
Brown, Karen	Levental, Mark (virtually)	Tonin, Patricia
Chen, John	Mori, Yondu	Tsimicalis, Argerie
Chen, Liang	Nichol, Jarrod	Vaillancourt, Sophie
Cummings, Beth	Noel, Geoffroy	
Daniel, Sam	Nordstrom Scott (virtually)	
Eidelman, David	Robaire, Bernard	
Fabian, Marc	Robbins, Shawn	
Fansia, Nahal	Rochford, Joseph	

REGRETS

Armand Aalamian, Jasmine Alami, Gillian Bartlett-Esquillant, Jill Baumgartner, Mary Genevieve Belzile, Howard Bergman, Miriam Boillat, Fadi Brimo, Daniel Chartrand, Evelyn Constantin, Sean Cory, Alyson Fournier, Robert Gagnon, Robert Hemmings, Caroline Hosatte-Ducassy, Mark Karanofsky, Leonora Lalla, Michele Larose, Stephen Liben, Carmen Loiselle, Craig Mandato, Rami Massie, René Michel, Carlos Morales, Christine Mutter, Thomas Schlich, Erwin Schurr, Ernest Seidman, April Shamy, Ewa Sidorowicz, Donatella Tampieri, Michel Tremblay, Gustavo Turecki, Francine Wein.

SECTION I

(D. Eidelman)

1. Welcoming Remarks from the Chair

The Chair began by welcoming Faculty Council members and guests to the 9th Faculty Council meeting, with special acknowledgment to Scott Nordstrom who was watching via livestream from Gatineau.

2. Approval of the agenda

The agenda was reviewed and members were asked for comments or corrections. There being no changes to the agenda, the agenda was approved unanimously.

3. In Memoriam

As per McGill tradition, a moment of silence was observed to remember faculty members who had recently passed: Drs. Abby Lippman, Jacques Genest Sr. and Ruben Carranza.

SECTION II

4. Report from the Steering Committee (D. Eidelman)

The Chair noted that the Steering Committee Report had been circulated and posted online. After a motion was made and seconded, a vote with all in favour of approving the Steering Committee report passed. The Chair acknowledged the continued need for a PGSS representative. The Chair confirmed Senate approval of the renewal of the Faculty Council mandate without change. Having already completed two years with its current membership, he indicated a need to think about elections, noting that departments could either make their own decisions on whom to elect or a staggered election/renewal process could be developed to ensure that the entire Council's membership does not turnover at the same time. He noted this would be further discussed at the next Faculty Council meeting in May.

5. Consent Agenda (D. Eidelman)

i. Faculty Council Minutes (December 5, 2017)

Minutes from the December 5, 2017 Faculty Council meeting were presented as the only item on the consent agenda. The Chair asked if there were any objections, comments or corrections. There being none, the consent agenda was approved unanimously.

6. Business Arising/Dean's updates

i. Project Renaissance:

a) Faculty Space

The Chair indicated that the first meeting of the Powell Committee was held earlier this week. Focus for this space will be on Biomedical Engineering, Anatomy & Cell Biology, Basic Sciences undergraduate students, etc. This project is entirely separate from the RVH project, for which the Chair confirmed the Faculty of Medicine has no presence.

b) Education Strategic Plan implementation

The Chair provided updates from each of the Vice-Deans and Associate Deans who make up the Dean's Operations Committee (further details can be found in the presentation). He discussed the previously mentioned notion of a Faculty of Health Sciences, noting we are currently working on a governance structure for a School of Medicine, which would include UGME, PGME, CPD and the Clinical departments. He further acknowledged the creation of a Committee for Medical Education Governance (C-MEG), whose members will assist in establishing the School of Medicine. With regards to the Basic Sciences departments, he noted that J. Orłowski has been leading a working group on a new governance model. Eventually, both committees will need to present their respective proposals to the Faculty Council for approval. B. Robaire asked when this would be completed. The Chair replied that ideally it might be completed sometime in the fall 2018, commenting that he would prefer it be done well even if slower.

ii. Budget

The Chair indicated the University budget underwent a *recomptage* by the Ministry of Education. The outcome is an important deficit due to our spending of government funds for projected increases in student enrolment that were not attained. The government wants their money back and McGill must now submit a formal plan on how to repay this debt. Furthermore, the budget for the various construction projects ongoing on campus is well over what was originally estimated. The Chair stated this budget deficit does not mean a hiring freeze, but certainly a more restrictive hiring process.

iii. McGill 24

The Chair highlighted the next McGill24 digital fundraising event that will take place on March 14. Last year, the Faculty of Medicine raised \$260,000. Underscoring that each unit that raises money gets to keep it, he encouraged audience members to participate in some way, whether contributing to the Faculty at large or by unit.

iv. Faculty Council Senate approval and elections

The Chair referred back to Section II, item 4, highlighting that more discussion about the election renewal process for the Faculty Council would be addressed at the next Faculty Council meeting.

SECTION III

7. Win4Science Initiative and Reflections from the Gender Summit *(L. Munter, V. Sung, M-R. Bradley-Gill)*

L. Munter explained she was asked by the Chair of the Department of Pharmacology to address the issue of increasing the number of women in the Life Sciences. When she began reading about this topic, she learned that at the beginning of training, most PhD students are interested in academic careers, an interest which diminishes years later. Details from her PowerPoint presentation are available on the Faculty Council website. The greatest drop-out of women in Life Sciences occurs between the postdoc and assistant professor stage. This led to starting an awareness program in form of a seminar series with 50-60 participants. Further steps include a mentorship program for postdocs and PhD students and a symposium looking to find the most sensitive points to target. Some causes for the gender gap were presented, including: family planning coinciding with timing of transition to principal investigator stage; lack of women role models in academia; women are more prone to experience lack of confidence/imposter syndrome; and despite improvements, female scientists continue to be perceived as less competent. L. Munter mentioned support they are receiving from the Social Accountability and Community Engagement Office (S. Razack) to help advance the Win4Science initiative which consists of 3 phases: 1) Awareness Program (2017), 2) Fundraising (2018), and 3) Lobbying and Advocacy (2019).

V. Sung then took the floor, providing a quick overview of the Gender Summit, a conference that brings together gender scholars and stakeholders in science systems to examine evidence showing how gender impacts outcomes, what practices are needed, and who should take action. In 2017, this important summit was held in Montreal. V. Sung noted that gender equity in science needs to be actively championed by senior leadership and progress evaluated regularly. A culture shift is needed for increased awareness of implicit bias and to dispel the myth that diversity targets decrease productivity. It is equally important to create space for the development of professional relationships between men and women.

M-R. Bradley-Gill then spoke of having started SPE (Science Policy Education) cafés to discuss and explore creative ideas. She noted that occasionally, we are not even aware that we face gender gaps, as this is a wider societal issue. Many of our general societal pressures and biases are based on language. One of the solutions is formalizing support to have these discussions from the top.

8. Graduate Program and Internship

(J. Nalbantoglu)

J. Nalbantoglu noted little participation from the Faculty of Medicine in the program, adding she hopes to be able to attract more. She indicated that post-PhD employment increases at the 5-year postdoc period. Further findings can be found in the PowerPoint presentation. The program was proposed at the November 2016 Senate meeting, with an open discussion regarding preparing Doctoral students for careers (whether academic or non-academic). Internships are vital in helping identify what career skills are needed. J. Nalbantoglu then presented the basics the program: up to \$2,000 per month from McGill as a stipend for an internship of 1-3 consecutive months. Candidates must be enrolled full-time in the 6th year of their PhD or earlier and must have submitted an initial thesis (but not held an oral defense). Internships are available worldwide and travel is funded. Their ideal is to have students reflect on internships/careers and review the database in hopes of accumulating a wealth of experience and paving a career path. When approached with the question “what’s next?” she suggested sharing this information with students in labs and groups. L. Chen asked whether students in MD-PhD program qualified for this internship as well. J. Nalbantoglu replied they should be. B. Sharif then asked how many seats were taken and would it be possible to remove the year 6 caveat? J. Nalbantoglu answered this would need to be looked at on a case by case basis.

9. Approach to Medical Admissions for
Campus Médical Outaouais (CMO)

(A. Sant’Anna)

A. Sant’Anna explained that research on this topic included: compilation of best practices for satellite campus admissions, review of literature (best practices), consultation with various internal and external stakeholders, and review of best options for alignment with MDCM Admissions guiding principles and operational feasibility. A. Sant’Anna confirmed that selected required criteria for Admissions will be the same for both campuses. The initial cohort of 24 CMO students will comprise of Med-Ps (admitted Fall 2019) and new MDCM admissions (Fall 2020). The CMO Admissions process will require that applicants

invited to interview submit a binding site selection form with one choice: 1. campus medical Outaouais only, 2. Montreal campus only, 3. either, with preference for Montreal, or 4. either with preference for Outaouais. Offers will be made in the order of the final ranking list. If a seat at either campus is not filled, an offer goes to the next-ranked candidate on the list who selected that campus on the form. Candidates will receive only one offer.

With respect to the language policy, the MDCM Program Committee recently revised the 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. This will ensure respect of linguistic needs for both campuses (written and spoken French). Since 2012, due to a change in curriculum and CanMED roles (communicator), language is a required component of the curriculum as it directly affects patient safety concerns. Details can be found in the PowerPoint presentation. The next step in the approval process is presentation to the Best Practices Sub-Committee on March 28 where this recommendation will be discussed (and hopefully approved) for implementation for registration in September 2018.

S. Vaillancourt asked whether all incoming students for 2023 will do language tests, regardless of campus. A. Sant’Anna replied this would indeed be the case. L. Chen then mentioned an MSS discussion about having an extra MMI station to assess language, noting most of the language used in clinic is of “conversational” level. The Chair replied that this option has been considered. A. Sant’Anna added that after much review, the preferred process is to retain the current 10 MMI stations, followed by a language assessment. N. Fansia commented that based on her personal experience with the MMIs, including a station in French could have thrown her off and hence she supports the preferred process of adding this test at the end of the established MMI stations.

One concern expressed related to adding this language assessment requirement is a decrease in applicants. The Chair commented that the types of students who want to apply to McGill will likely be determined and compelled to improve their French. A. Sant’Anna further explained that in order to pass, one requires a certain score in English, another possible element that could reduce candidates. B. Robaire then asked whether for non-Quebec residents, there is any data on acquisition of proficiency at time of enrolment and graduation. It was noted that it lies between 3-7%, but progress has been made in clerkship. It was asked whether there should be an intense tutoring program in French to not lose high quality out-of-Province students. A. Sant’Anna replied this is part of ongoing discussions, noting that she believes this group should be considered separate from the others.

The Chair indicated that the Admissions Committee will ultimately decide. Y. Mori added that having an MMI in French, versus using a test, focuses more on speaking and listening skills. A member asked about the Outaouais cohort, noting instruction in French and asked whether the students would be learning in a bilingual environment. The Chair responded that “English” institutions are bilingual, and French institutions are French. He further noted that while language is not one of the main goals of the UGME program, the need to teach students to write notes legibly in both English and French is essential.

SECTION IV

10. Kudos

(D. Eidelman)

The Chair presented a long list of accomplished Faculty members and students, conveying kudos to all Faculty members, including students. Please refer to the presentation for further award recipients. He congratulated all who were recognized for their achievements.

SECTION V

Open Session/Town Hall

The Chair invited Faculty Council members and guests to put forward any questions or issues they wished to discuss, for which there were none.

There being no other business to address, the meeting ended at 6:27 p.m.

The complete set of documents, including PowerPoint presentations made at the Faculty Council meetings and video links of the meeting, are kept as part of the official minutes and can be found on our Governance website: <https://www.mcgill.ca/medicine/about/governance/faculty-council>