



Minutes of the 15th meeting of the Faculty Council held on September 23, 2019 at 4:30 p.m. in Room 1034, McIntyre Medical Building

FACULTY COUNCIL MEMBERS PRESENT

Adams, Annmarie	Gonnerman, Laura	Robbins, Shawn
Allard, Robert	Grantner, Robin (NGSA delegate)	Roumeliotis, George (virtually)
Arora, Anish	Habib, Rami (MSS)	Schmitz, Norbert
Barrington-Leigh, Christopher	Henry, Melissa (virtually)	Sternszus, Robert
Bartlett-Esquilant, Gillian	Katen, Aimee	Tonin, Patricia
Bessissow, Ali	Khalil, Elene (DPS delegate)	Tourian, Leon
Bouffard, Alanna (NUS delegate)	Marelli, Ariane	Tsimicalis, Argerie
Cambrosio, Alberto	McAlear, Thomas	Vargas, Javier
Eidelman, David	McWatt, Sean (Anatomy delegate)	White, John
Fuhrer, Rebecca (EBOH delegate)	Nordstrom, Scott (virtually)	Wilson, Heather
Funnell, Robert	Patoucheas, Chrisoula	Xiang, Lucille
Gagnon, Robert	Robaire, Bernard	

REGRETS

Marc Afilalo, Sanah Alani, Steven Backman, Jake Barralet, Chantal Bernard, Robert Simon Biskin, Miriam Boillat, Maxime Bouchard, John Chen, Beth Cummings, Sam Daniel, Jean-Pierre Farmer, Francoise Filion, Richard Gosselin, Srinivasan Krishnamurthy, Mark Levental, Carmen Loiselle, Sonia Nardini, Brent Richards, Charles Rohlicek, Edward Ruthazer, Selena Sagan, Sara Elizabeth Saunders, Alan Spatz, René St-Arnaud, Ursula Stochaj, Michel Tremblay, Jean-Marc Troquet, Sophie Vaillancourt, Lucy Vieira, Francine Wein, Stephen Yang.

SECTION I

(D. Eidelman)

1. Welcoming Remarks from the Chair

The Chair began by welcoming Faculty Council members and guests to the 15th Faculty of Medicine Faculty Council meeting, noting that the livestream option was available for those who wished to partake virtually. A recording of the meeting will be available for reference.

2. Approval of the agenda

The agenda was reviewed and members were asked for comments, corrections or additions. There being no changes to the agenda, the Chair proceeded to welcome new members, including staff and students, both to Faculty Council and to its sub-committees, for which there were many (see presentation for list of names). He thanked those who had agreed to be part of the Council.

3. In Memoriam

As per McGill tradition, a moment of silence was observed to remember Faculty members who had recently passed: Drs. Frederick Andermann, William Barakett, Orval Albert Mamer, Maxine Sigman and Gwendoline Spurll.

SECTION II

4. MedComm

(K. Abdelhamid, D. Naumova)

K. Abdelhamid provided an overview of this student-led initiative, inspired by the Phone Tree CHAP Project. She explained the development of an online multi-sided platform (e.g., website/app), which would connect health professionals requiring interpretation with medical students professionally trained in medical interpretation.

D. Naumova further described the need for medical interpretation at the MUHC and provided some examples, including urgent care settings (see presentation for details). The MedComm initiative included a call for multilingual speakers in the medical school, which resulted in over 100 students signing up who speak more than 28 languages. She stressed this is not an attempt to replace professional interpreters who are already in place at the Montreal Children's Hospital and some community clinics. She went on to explain that a pilot project was developed over the summer, including medical interpretation training targeted at medical students (see presentation for pilot project details). The pilot project is currently running as part of CHAP volunteering program in Med-2 MDCM curriculum. The goal of the MedComm pilot is to collect feedback from students and from the physicians who mentor these students, as well as to develop an online platform to request such interpreters. Funding constraints limit the use, however; they are hopeful that by the next pilot project it will be up and running (see presentation for further details). They concluded by indicating they are seeking funding to launch the app, as well as collaborations. The Chair asked about the sustainability of this student-driven project. K. Abdelhamid replied that it is currently an MSS club, thus they can recruit new students yearly, making it sustainable.

5. Win4Science update

(L. Munter)

L. Munter provided an update on Win4Science, noting it has grown since it was last presented. She indicated a seminar series has been offered to educate staff, faculty, students, etc. and is open to all in the Life Sciences. She further mentioned that a Win4Science Forum was held in May 2018, which included roundtable discussions of barriers and solutions at the level of graduate students, postdocs and professors, noting this was done in collaboration with the Social Accountability and Community Engagement (SACE) office (SACE evaluation notes were taken at the meeting and a report is available for download at munterlab.com as well as on the McGill Pharmacology website). The Forum's four outcomes include: mentorship, bias, recruitment and promotion, as well as maternity leave and childcare. L. Munter discussed the mentorship program, which matches role models with female trainees, as well as Win2Lead – a professor network that focuses on female Life Science professors and holds monthly meetings (see presentation for details).

L. Munter outlined a sense of limited ability to effect change, noting that funding is needed. After meeting with University Advancement, C. Thomas advised her and Bobbi Bidochka- who both started the initiative- that creating a Win4Science Board could help in raising funds. She noted that availability of daycare is an issue that is brought up again and again. A. Marelli noted that in promoting women in leadership positions, there is a sense that we are preaching to the converted, as women speaking to women, noting a lack of education to the other genders. L. Munter replied that literature shows that women have the same gender bias. A. Tsimicalis offered some ideas: 1) MAUT had surveyed a community, as a potential. L. Munter confirmed she was following in their steps; and 2) in Nursing's re-location, a breast-feeding room has helped faculty and students. The Chair mentioned the lack of space (e.g., McGill daycare) is still an issue, as even with additional resources, there is no space to expand.

6. Project Renaissance

(D. Eidelman)

The Chair gave a brief overview of the goals of Project Renaissance and noted the strategic plan has been underway since 2016 and will go on until 2022. He noted the planning process will coincide with the Bicentennial launch next year. The Chair linked this milestone with Project Renaissance by stating the Faculty is not only a medical school, as was the case when McGill was established. In regard to the progress of Project Renaissance, having heard from those in medical education that they felt they had no "home" to discuss their issues, after much exchange, a matrix to restructure the Faculty was developed (see presentation). The Faculty already has four schools (Nursing, Physical and Occupational Therapy, Communication Sciences and Disorders and the newly created School of Population and Global Health). The Chair mentioned having worked this summer with the Biomedical Science departments (Physiology, Human Genetics, etc.) to understand the issues for each and discuss creating a School of Biomedical Sciences. He noted that once that consultation is complete, he will be able to move forward with the proposal to create a school for them, as well for medical education. The Chair then addressed the proposal to change the name of the Faculty. As discussed at the May 21 Faculty Council meeting, the proposed name is "*Faculty of Medicine and Health Sciences.*" The Chair asked for a motion to move forward with a sensitization communication in the form of a poll for all members of the Faculty with a Yes/No choice. It was first and seconded.

R. Gagnon asked whether the Dean of the Faculty of Medicine and Health Sciences would be the same for each of the schools and departments. The Chair replied he is not sure, but that it would likely continue the way it is for the duration of his mandate (until 2022). B. Robaire mentioned he has no issue with the name, but asked whether Physical and Occupational Therapy or the Ingram School of Nursing, for example, would fall under Medicine or Health Sciences. The Chair responded that we would not be the only Faculty to have Nursing fall under Health Science. A. Tsimicalis asked if there is a way of collectively creating a logo that would visualize and encompass the entire Faculty. The Chair thought this was an excellent suggestion and looked to Communications for their assistance. R. Habib asked if students are to be polled and, if so, how would it be explained. The Chair looked to Communications again, but mentioned the

communication that is sent to students will likely not be the same as the one sent to faculty and staff. R. Funnell asked whether the poll will include space for comments, noting he would echo B. Robaire's comment. R. Fuhrer then asked what would be considered endorsement or complaint. The Chair replied the purpose of the poll is to make sure stakeholders do not miss something important, further noting this will not be submitted to Senate until spring. A. Marelli then suggested perhaps switching the sequence of words to "*Faculty of Health Medicine and Science.*" The Chair indicated there already is a Faculty of Science, so our name needs to be more our own. Other names were suggested, for which D. Colby added that in terms of branding, we need to be careful not to completely lose our historic identity, as it resonates with alumni/donors worldwide. C. Barrington-Leigh noted that polls should include options with explicit rationales for each, including why certain names were not chosen. He also suggested that after performing a quick online search, the term "Health Sciences" connotes stem disciplines, thus could understand why certain departments would feel without a home. R. Gagnon asked about a check and balance of future Deans, for which the Chair replied that his position has two direct reports – the Provost and the Principal, so it would be difficult for anyone to get into this job and work in an unfettered way. The Chair then called for a vote to pass the previously first and seconded motion; it was passed with all in favour.

7. State of the Faculty update

(D. Eidelman)

As was done at past meetings, the Chair provided an overview of the Faculty's budget and explained the various types of funds and budgets, noting the 1A Budget is governed by the "Agreement" that is negotiated annually between the Faculty of Medicine and the Provost's office, whereby requests are made for new academic programs, etc. (see presentation). He noted the Faculty previously generated more revenue than was spent, but this is no longer the case, thus we need to find new sources of revenue generation. The Chair then indicated within the past three years the Faculty has had a significant increase in administrative staff, explaining some of it was due to accreditation requirements as well as the new Campus Outaouais, but noted that some may need to be re-evaluated (see presentation). He outlined a Capital Campaign with \$700 million fundraising goal (including \$200M for The Neuro), for which 35% has already been raised, but noted we need to improve fundraising.

He further indicated that the Middle East had been a good source of funding. However, with Saudi Arabia having recently cancelled their program, there is a significant decline in Saudi residents being sent here (30-40%), beginning next year. The situation has a direct financial and human capital impact, and could also reduce the critical mass needed for certain educational programs.

He went on to explain that the majority of our 1A budget goes towards salaries. The projected deficit for 2020 is \$5.6 million. A budgetary exercise is currently being put in place to decrease spending. The Chair concluded by stating that it is important to diversify our soft money (see presentation).

B. Robaire asked about deregulation of tuition and which programs that affects. The Chair replied that deregulation is by program, with professional master's programs expected to become deregulated, while thesis-based master's are not deregulated. The Chair expressed an expectation to increase the number of graduate students in the newly created School of Population and Global Health. The Chair that, at a recent meeting of the Deans, the University expressed a goal to increase the growth of graduate programs and the recruitment of graduate students, including international graduate students. A. Marelli asked whether we are exploring other places (e.g., China), noting that Harvard has established campuses in China at a very good cost and stating she receives several emails about this monthly, suggesting there be an area of capture for such communications. The Chair confirmed his agreement with exploring opportunities to partner with international educational institutions, noting H. Bergman and D. Sarai are working in the Faculty's International office. Our Faculty is making efforts, noting he would be visiting the UAE and Kuwait in November to explore opportunities.

SECTION III

8. Report from the Steering Committee *(D. Eidelman)*

The Chair confirmed that the Steering Committee Report had been made available to all Faculty Council members and is posted online. The May 21 Faculty Council minutes were approved, as was the agenda for today's meeting.

9. Consent Agenda

i. Faculty Council Minutes (May 21, 2019)

Minutes from the May 21, 2019 Faculty Council meeting were presented as the only item on the consent agenda.

10. Business Arising/Dean's updates

i. Faculty Council membership

The Chair announced that there are still some positions to fill on Faculty Council: a member of the Faculty Leadership Commons, a Family Medicine CAS rep as well as a Research Associate (*all of which were since filled following the meeting*).

There are similarly two available positions on the Steering Committee: Clinical - CAS rep (*to replace Karen Brown*) and Graduate/Postgraduate/Postdoctoral (PGSS) rep (*to replace David Ortiz-Paredes*) – *the latter position was filled following the meeting*.

There is one position left to fill on the Nominating Committee: one elected member to replace Jill Baumgartner. He asked volunteers to contact Leah Moss.

ii. Code of Conduct update

The Chair confirmed this had been updated and provided a PowerPoint slide generally describing the changes made to the last version: 1) the Code of Conduct is for everyone (students, Faculty,

etc.); 2) it is more robust/rigorous and 3) it is linked to all policies/procedures in the University. He explained that every member of the Faculty is responsible for reading and living by this, further noting this was done for accreditation, as well as to reaffirm our commitment to create an environment where everyone behaves professionally. He asked if there were any questions, and invited all members to read through it, noting it would be shared with everyone in the Faculty.

iii. Renaming McGill AIDS Centre

The Chair indicated this was for information purposes only. The intention is to rename the McGill AIDS Centre to the Mark Wainberg Centre for Viral Diseases at McGill University in honour of the late Mark Wainberg, former Director of the AIDS Centre and advocate for AIDS patients. The Interim Director noted there are two reasons for this proposed name change: to remember Dr. Wainberg and to expand the mandate of the Centre.

SECTION IV

11. Kudos

(D. Eidelman)

The Chair presented a robust list of accomplished faculty and staff members and students. He congratulated all who were recognized for their achievements since the previous Faculty Council meeting. Please refer to the presentation for named award recipients.

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, of which there were none.

There being no other business to address, he asked for a motion to adjourn, which was first and seconded. With no one against, the meeting ended at 6:12 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>