



Minutes of the 19<sup>th</sup> meeting of the Faculty Council held on September 22, 2020 at 4:30 p.m. via Zoom.

**FACULTY COUNCIL MEMBERS PRESENT (via Zoom)**

Adams, Annmarie	Henry, Melissa	Rohlicek, Charles
Allard, Robert	Huang, Sidong	Rollin, Marie-France
Arora, Anish	Huston, Rebecca	Sacre, Lauralicia
Barnett, Tracie	Kearney, Robert	Saunders, Sara Elizabeth
Barralet, Jake	Khalil, Elene	Schmitz, Norbert
Benkelfat, Rislaine	Kilpatrick, Kelley	Sternszus, Robert
Biskin, Robert Simon	Krishnamurthy, Srinivasan	Stochaj, Ursula
Cambrosio, Alberto	Loiselle, Carmen	Tonin, Patricia
Chabot, Zoë	Marchionni, Caroline	Tourian, Leon
Chan, Jennifer	Mondou, Mélanie	Toussaint, Paule-J.
Chen, John	Nardini, Sonia	Vieira, Lucy
Daniel, Sam	Patoucheas, Chrisoula	Wein, Francine
Duff-Murdoch, Valerie	Pause, Arnim	White, John
Eidelman, David	Piccirillo, Ciriaco	Yang, Stephen
El Hallaoui, Nadia	Quesnel-Vallée, Amélie	Zeytuni, Natalie
Elizov, Michelle	Robaire, Bernard	
Gonnerman, Laura	Robbins, Shawn	

**REGRETS**

Marc Afilalo, Sanah Alani, Steven Backman, Christopher Barrington-Leigh, Chantal Bernard, Ali Bessissow, Timothy Evans, Jean-Pierre Farmer, Robert Gagnon, Mark Levental, Ariane Marelli, Brent Richards, Denis Rompotinos, Edward Ruthazer, Alan Spatz, Harmehr Sekhon, Catherine St-Cyr, Jean-Marc Troquet, Sophie Vaillancourt, Gabriel Venne.

**SECTION I**

*(D. Eidelman)*

1. Welcoming Remarks from the Chair

The Chair welcomed Faculty Council members and guests.

2. Approval of the agenda

The Chair welcomed new members to the Faculty Council and the Steering and Nominating committees (see presentation). The agenda was approved with no changes.

3. In Memoriam

A moment of silence was observed to remember those in our Faculty community who had recently passed: Drs. Frank Myron Guttman, Harvey Barkun, Gilles Thériault, Krista Hyde, Hugues Barbeau, Susan Solymoss, Mrs. Kappy Flanders and Mr. Maximilian Keywan.

4. Faculty Update

The Dean provided an update on the situation with COVID-19, and congratulated members of the Faculty for their flexibility over the past few months. He explained that services to our students remain one of our core needs, especially in professional programs. As for the budget, he confirmed that we will know more in October. He then described the difficulties with the transition to the new human resources system, Workday. He briefly discussed the fight against anti-Black racism and the measures taken by the Faculty to date, followed by a brief update on the official launch of the new Campus Outaouais (see presentation).

The Chair provided an update on CFI10 and the New Frontiers Research Fund, acknowledging Philippe Gros for preparing the update.

The Chair mentioned the approval at a recent Deanery Executive meeting of Dr. Peter Goldberg's proposal to establish a Department of Critical Care inside the School of Medicine.

## **SECTION II**

5. Graduate Student Survey *(A. Ryan, S. Razack)*

A. Ryan provided an update on the graduate student and postdoctoral fellow equity, diversity, inclusion and experience survey (see presentation). She confirmed a more detailed presentation will be given at a future Faculty Council meeting. A Town Hall for students will be held in late Fall. The Chair thanked those involved, acknowledging the need to improve the graduate student experience.

6. CPD Webinar Series *(L. Lalla)*

L. Lalla provided an overview of the Continuing Professional Development (CPD) Office services, as well as upcoming programming, noting it covers undergraduates to postgraduates. The 2020-21 season is now open, offering the Wednesday and Thursday webinar series known as WELS and TELS, the first of which on September 24<sup>th</sup>: "A World in Crisis: Exploring COVID-19 and its Impact on Patients and Health Care Professionals." A new course is planned for February 2021 in collaboration with the Department of Psychiatry (see presentation). She encouraged anyone interested to visit [www.cpd.mcgill.ca](http://www.cpd.mcgill.ca).

7. Update on Campus Outaouais *(G. Brousseau)*

G. Brousseau gave an update on Campus Outaouais. He noted that the medicine preparatory program (Med-P) as well as the undergraduate medical program are now up and running, and

introduced the Campus team (see presentation). He discussed some major challenges in recent years, including the translation of thousands of PowerPoint documents. He mentioned that the official opening is scheduled for the winter session on January 4, 2021. The Dean thanked G. Brousseau and his team for all their efforts.

8. Office of Students with Disabilities, (C. Ohayon, D. Friedman,  
WELL Office & Graduate Students E. Britton, A. Ryan, N. Gupta)

C. Ohayon of the Office of Students with Disabilities (OSD) outlined the different types of accommodations available to learners in the Faculty (see presentation), noting that the WELL office refers students to the OSD, as needed.

S. Razack asked to what standard of accommodation are held and at what point must we say that accommodations are not possible, and how is it decided. A. Campbell responded to the point of reasonable accommodation to the point of undue hardship.

D. Friedman spoke to the WELL Office's collaboration with learners in the Ingram School of Nursing, the School of Physical and Occupational Therapy, and the School of Communication Sciences and Disorders. She outlined the collaboration with OSD and the role of the WELL Office in accommodations (see presentation). The Chair shared a question submitted via the Zoom chat channel asking whether graduate students and postdoctoral fellows are able to seek accommodations by the same mechanisms as medical students. C. Ohayon replied, yes; however, for postdoctoral fellows, if they are students, they would register with OSD in the same way as other learners; if, on the other hand, they are considered employees, they would access support via Human Resources.

N. Gupta noted that in UGME, the biggest challenge is with clinical accommodations. She affirmed that accommodations do not affect course objectives but simply lift barriers to success. She further confirmed that accommodations do not appear in the Dean's letter submitted for CaRMS matching purposes.

E. Britton introduced herself and discussed the range of career and wellness services offered at Campus Outaouais and the collaboration for Med-Ps in the Outaouais region between McGill and UQO.

A. Ryan mentioned wellness resources available to graduate students, noting in most graduate programs, students go directly to the OSD. She further indicated there is a local wellness advisor for all graduate students campus-wide, adding that her Office is looking into the possibility of having a local wellness advisor for our Faculty (see presentation).

9. Conflict of Interest (A. Campbell)

A. Campbell explained what constitutes a Conflict of Interest (COI), specifically in terms of family relationships. She stated a COI is subject to university regulations and noted that over the past few

years, it has become evident that not everyone who is in a conflict or potential conflict of interest actually knows they are. Specific examples were provided (see presentation). If a conflict is identified, it must be disclosed to the Chair, who then discloses it to the Dean before it goes to the Provost's Office. She advised if one is unsure of whether something is a COI, to check with the Chair of their department who will either confirm with the Dean or A. Campbell, as failure to disclose can be a disciplinary matter.

### **SECTION III**

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

The Chair confirmed that at its meeting on August 24, the Steering Committee reviewed the vacancies on the Steering Committee and the Nominating Committee and reviewed and adopted the agenda for this meeting of the Faculty Council. Their report was made available to all members of the Faculty Council and was posted online.

11. Consent Agenda  
*i. Faculty Council Minutes (May 19, 2020)*

The minutes of the Faculty Council meeting of May 19, 2020 were presented as the only item on the consent agenda. The Chair asked if any corrections were needed and, in the absence of objections, the minutes were approved.

12. Business Arising and updates  
*i. Membership & Committee volunteers*

The Chair announced that there was a vacancy on the Steering Committee for a Graduate student representative. There is also an elected representative position to be filled on the Nominating Committee. He invited volunteers to come forward.

### **SECTION IV**

13. Kudos *(D. Eidelman)*

The Chair congratulated an impressive number of faculty and staff members and students who have been publicly recognized for their accomplishments in recent months (see presentation). Congratulations to all!

### **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. There being no other business to address, the Chair extended thanks to all for attending and for all they are doing during this difficult time; 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 in the [Governance section](#) of the Faculty website.*