

Faculty of Medicine and

Faculté de médecine et des Health Sciences sciences de la santé



# Faculty Council & Town Hall Meeting 09/22/2020

# Welcome New Faculty Council Members

- Academic
  - Anatomy & Cell Biology: Natalie Zeytuni, Assistant Professor, Tenure Stream representative
  - Biochemistry: Sidong Huang, Associate Professor, Tenure Stream representative
  - Biomedical Engineering: Robert E. Kearney, Professor, Tenure Stream representative
  - Campus Outaouais: Marie-France Rollin, Médecin de famille au GMF MédiGo, Clinical Academic Staff representative
  - Goodman Cancer Research Centre: **Arnim Pause**, Professor, Tenure Stream representative

# Welcome New Faculty Council Members

- Academic (cont'd)
  - Ingram School of Nursing: Kelley Kilpatrick, Associate Professor, Tenure Stream representative & Caroline Marchionni, Assistant Professor, Clinical Academic Staff representative
  - Microbiology & Immunology: Ciriaco Piccirillo, Associate Professor, Tenure Stream representative
  - Pediatrics: Rislaine Benkelfat, Assistant Professor, Clinical Academic Staff representative
  - Faculty Leadership Commons: Michelle Elizov, Associate Dean, Faculty Development, Clinical Academic Staff representative

# Welcome New Faculty Council Members

#### Students

- School of Physical & Occupational Therapy: Rebecca Huston, POTUS Vice-President, Communications; Jennifer Chan, President, GSA
- School of Communication Sciences & Disorders: Nadia El Hallaoui, MScA2, Speech-Language Pathology
- Medicine: **Denis Rompotinos**, MSS Executive President
- Ingram School of Nursing: Zoë Chabot, BScN U2, NUS

# Welcome New Committee Members

- Steering Committee
  - **Denis Rompotinos**, MSS Executive, President, Undergraduate student representative
  - Laura Gonnerman, Associate Professor, School of Communication Sciences & Disorders, Professional School representative
  - Caroline Marchionni, Assistant Professor, Ingram School of Nursing, Clinical Academic Staff representative #1
- Nominating Committee
  - Rebecca Huston, POTUS Vice-President, Communications, School of Physical & Occupational Therapy, Undergraduate student representative

# Agenda

#### Section I – VP-Dean David Eidelman

- Welcoming Remarks
- Approval of Agenda
- In Memoriam
- Faculty Update

#### Section II

- Graduate Student Survey, Aimee Ryan & Saleem Razack
- Continuing Professional Development Webinar Series, Lennie Lalla
- Update on Campus Outaouais, Gilles Brousseau
- Office of Students with Disabilities, WELL Office & Graduate Students, Charlie Ohayon, Debbie Friedman, Emmanuelle Britton, Aimee Ryan, Namta Gupta
- Conflict of Interest, Angela Campbell

#### Section III – VP-Dean David Eidelman

- 10. Report from the Steering Committee
- 11. Consent Agenda Faculty Council minutes
- 12. Business arising Committee vacancies

#### Section IV - VP-Dean David Eidelman

13. Kudos

#### **Section V**

14. Open session / Town Hall





#### **Frank Myron Guttman**

Professor (retired),
Department of Pediatric Surgery

\*

#### **Harvey Barkun**

Former CEO, Montreal General Hospital & Associate Dean, Professional Affairs

\*

#### Gilles Thériault

Professor Emeritus, Epidemiology, Biostatistics and Occupational Health

\*

#### Krista Hyde

Assistant Professor,
Neurology & Neurosciences and Department of Psychiatry



#### **Hugues Barbeau**

Professor (retired),
School of Physical and Occupational Therapy

\*

#### **Kappy Flanders**

Longtime Faculty supporter, philanthropist and friend

K

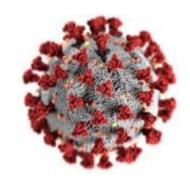
#### **Maximilian Keywan**

Doctoral student,
Department of Biochemistry

k

#### **Susan Solymoss**

Associate Professor,
Departments of Medicine and Oncology



#### Covid-19

- Outstanding pivot by all to adjust to our new normal KUDOS!
- 25 to 30% capacity maximum? 2-metre rule. Student-facing, essential needs
- Online requests only: <a href="https://www.mcgill.ca/medicine/about/covid-19-resources">www.mcgill.ca/medicine/about/covid-19-resources</a>
- Budget update: will know more in October

## Workday

- Very challenging transition
- All our HR, Academic Affairs and Finance professionals are working very, very hard to find solutions to many issues encountered
- If you have responsibilities, stay on top of them!
- Patience and understanding, please

- Addressing anti-Black racism
  - University plan expected Sept. 30
  - Actions taken by the Faculty to date:
    - Consultations and community events held by SACE, as well as in certain Schools
    - Preliminary plan targeting racism and microagression, enhancing curricular content and increasing representation of Black students
  - Faculty plan will be finalized once University plan is completed
  - All we are doing is in consultation with Black members of our community



Faculty of

- Campus Outaouais officially launched!
  - A historic and proud moment, thanks to the tremendous work of many
  - Vice-Dean Brousseau will give us an update shortly



- Welcome to the McGill Faculty of Medicine and Health Sciences!
  - Also a historic moment, marking a period of renewal
  - 6 leading Schools, 1829 to present...



# Research Funding Update

CFI 2020 Innovation Fund

and

New Frontiers Research Fund (NFRF)
Transformation 2020

*September 22, 2020* 

# CFI 2020 Innovation Fund competition ("CFI-10")

#### **CFI-10 Competition Budget:**

- \$400M research infrastructure funding (CFI funds up to 40% of the project cost)
- Quebec government matches the CFI amount
- Expected success rate ~30% (national average)

#### **Applications from McGill and Affiliated Hospitals:**

- 23 applications as lead institution 11 with a lead PI in the Faculty of Medicine and Health Sciences
- Additional 23 applications as partner institution –
   7 with co-PIs in the Faculty of Medicine and Health Sciences
- Total requested: \$242M for McGill overall \$112M Faculty of Medicine and Health Sciences

Dates	Activities	
Jan 20, 2020	Proposals submitted to CFI	
Jan-May 2020	Evaluation step 1: Expert Committees	
Aug-Oct 2020	Evaluation step 2: Multidisciplinary Assessment Committees	
	Evaluation step 3: Special Multidisciplinary Assessment Committee	
Nov 2020	Decisions by CFI Board	

**Source**: https://www.innovation.ca/awards/innovation-fund

# CFI 2022 Innovation Fund competition ("CFI-11")

#### **Anticipated Timeline**

Dates	Activities
Oct – Dec 2021	Call for Proposals
Jan – Mar 2022	Notice of Intent
Apr – Jun 2022	Proposal Deadline
Jan – Mar 2023	Decisions by CFI Board

**Source**: <a href="https://www.innovation.ca/awards">https://www.innovation.ca/awards</a>

# New Frontiers Research Fund (NFRF) – Transformation

#### **About the NFRF Transformation Program**

- Objective: To fund international, interdisciplinary, fast-breaking and high-risk projects.
- Support large-scale, Canadian-led interdisciplinary research projects that address a major challenge with the potential to realize real and lasting change (high reward) with a social, economic, environmental or health impact.
- Competitions will be held every 2 years
- 2020 was the inaugural competition
- Budget for the 2020 competition is \$144M
- Each Award is up to \$24M over six years

#### **Letter of Intent (LOI) stage submissions:**

 18 Letters of Intent submitted by McGill – 8 are led by an NPI in the Faculty of Medicine and Health Sciences

July 15, 2020	Letters of Intent (LOI) submission
Nov 10, 2020	LOI results Invitation to submit Full Application
April 13, 2021	Full Application submission
Mid-Aug 2021	Award results
Sept 2021	Start of awards

**Source**: New Frontiers Research Fund

# Graduate Student and Postdoctoral Fellow Equity, Diversity, Inclusion & Experience Survey

a SACE/Graduate Studies collaboration, that was brought to Equity Committee for discussion and endorsed to move forward

Saleem Razack, MD Director, SACE Office

Pascale Caidor, PhD
Diversity & Engagement Program Officer

Elizabeth Hillier, Graduate Student Rep, EXMD Aimee Ryan, PhD Associate Dean

Kimberly John
Administrator, Graduate and
Postdoctoral Affairs Office

Jing Xiao

Data Analyst, AEQI





# EDI & E Grad Student & PDF Survey 2020



# Demographics

(Self-identification in specific demographic groups)



Trainee Life and Learning Environment



Experiences with Harassment, Intimidation & Discrimination



Mentorship and Career Development



# Analysis & & Dissemination



Survey – Winter 2020 (n=835)



Data is being analyzed - Now



Executive Summary & Report – Fall 2020



Dissemination to stakeholders – Fall 2020



# Early actions:

# 1. Improve sense of belonging:

~13% indicated they didn't feel a sense of belonging or that faculty members cared about their well-being and 20% were neutral

# 2. Improve education about microaggressions:

20% of our respondents have experienced microaggressions

25% have observed microaggressions





Leonora Lalla MDCM CCFP FCFP
Associate Dean
Continuing Professional Development



# What is CPD?

#### **Continuing Professional Development**

Any learning activity that enhances the skills and competencies required for professional practice (Royal College of Physicians and Surgeons of Canada)

Continuum of medical education:

Undergraduate



Postgraduate



CPD



# Who Are We?

• The McGill CPD Office supports physician learners in caring for their patients and communities by sustaining their competence in the CanMEDS roles.



 Accredited by the Committee on Accreditation of Continuing Medical Education (CACME).

# **Priority Activities**

#### 1. Program Accreditation

- Accreditation/certification of educational programs based on prevailing standards:
  - Royal College of Physicians and Surgeons of Canada Maintenance of Certification (MOC) - Section 1 and Section 3
  - College of Family Physicians of Canada
     Mainpro+ Certified Group-Learning, Self-Learning and Assessment

#### 2. Course Development

- Development and co-development of educational activities based on the principles of lifelong learning and continuous quality improvement
- Support to CPD providers for course development

# **Priority Activities**

#### 3. Coaching

- Coaching to providers, educators and learners across the educational continuum regarding principles of CPD Examples:
  - o Transition to Residency Workshop for 4<sup>th</sup> year medical students
  - Training regarding new CMQ Règlement for mandatory CPD
- 4. Promotion of <u>collaborative learning</u> within interprofessional or interdisciplinary teams

#### 5. Research

Informed by and contributing to evidence-based practices in CPD



Join us for the 2020-2021 season! Registration now open!

# WEDNESDAY E-LEARNING SERIES

**WEBINAR** 

Les Webinaires du Mercredi Midi (Wels)

**WEBINAIRE** 

cpd.mcgill.ca

# THURSDAY EVENING LEARNING SERIES

**WEBINAR** 

Les Conférences du Jeudi Soir (Tels)

**WEBINAIRE** 



# WELS & TELS

- Programming developed to meet the needs of family physicians, other specialists, residents, and other health care professionals
- 72 hours of interactive presentations across a wide variety of disciplines
- Delivered primarily by McGill faculty
- Online delivery via <u>Zoom</u> with archives available asynchronously on <u>MyCourses</u>
- FREE for McGill School of Medicine students and residents
- New registration platform: Destiny

WELS: Wednesdays, 12:00-13:00 ET (focus on rural practice)

TELS: Thursday evenings, 18:30-20:30 ET



#### **OPENING TELS SESSION 2020-2021**

Thursday, September 24<sup>th</sup>, 2020 18:00-21:10 ET

# A WORLD IN CRISIS: Exploring COVID-19 and its Impact on Patients and Health Care Professionals

- Interesting Features of COVID-19: Sense and Nonsense Dr. Joe
   Schwarcz
- From a Polio Epidemic to the COVID-19 Pandemic: My Story –
   Mr. Mario Di Carlo
- Caring in the Time of COVID-19 Dr. Daniel Zigman

# Coming Soon...Winter/Spring 2021

# Essentials of Psychiatry: An Overview for Family Physicians and Other Specialists

Overall learning outcomes:

Increase and/or confirm healthcare professionals' knowledge, skills and confidence in diagnosing, treating and managing a variety of psychiatric conditions across the lifespan of diverse populations.

4 half-days of online learning (synchronous and asynchronous) with reinforcement of learning through monthly sessions with experts.

# **CONTACT US**

cpd.mcgill.ca







Faculté de médecine et des sciences de la santé



Faculté de santé et de services so de l'Outaouais





# CONFLITS D'INTÉRÊT

#### Intérêts financiers ou commerciaux

- Rémunération pour la présentation de ce jour
  - Aucun

Rémunération en lien avec des recommandations, produits ou tests qui seront discutés aujourd'hui

Aucun

#### Conflits de nature intellectuelle

- Participation à un comité ou groupe dont les recommandations seront discutées ou peuvent influencer l'optique des recommandations présentées
  - Aucun











# OBJECTIFS – UPDATE / MISE À JOUR

- 1. Rappeler les buts
- 2. Soulever certains défis et enjeux
- 3. Profiter des opportunités et du potentiel
- 4. Identifier les prochaines étapes







Faculté





### **BUTS DU CAMPUS OUTAOUAIS**

#### **Former**

plus tôt et plus longtemps dans le milieu



2

#### **Attirer**

les étudiants et les résidents en médecine dans la région de l'Outaouais 3

#### Recruter

des ressources en enseignement et en soins de santé pour la population



### Collaborer

au développement du pôle d'excellence en soins de santé







# Analyser

6 ans

ÉTAPES

2)



**Financer** 

2 ans

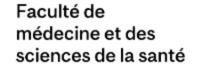
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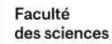
Délocaliser

5 ans













2010



## Préparer l'étude de faisabilité

2010 - 2016

2012



Profiter des expériences antérieures

# ANALYSER

2014



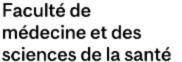
Déposer un « Plan d'affaires »

2015

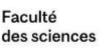


Déposer un « Plan clinique »













2016 - 2018

# FINANCER

ET OBTENIR L'APPROBATION DU CONSEIL DU TRÉSOR À CHAQUE JALON



Inscrire au PQI : Programme Québécois des infrastructures



PFT: Plan fonctionnel et technique



PDD: Plans et devis définitifs



PDC: Plans définitifs pour la construction



Appels d'offre



Sélection des professionnels et de l'entrepreneur













## Répertorier le matériel académique



Franciser les documents



2018 - 2024



Recruter les enseignants / administrateurs

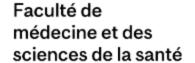


Adapter les documents francisés

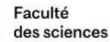


Offrir les activités localement













## Septembre 2020 : Campus Outaouais



Programme préparatoire en médecine McGill:UQO

15-20 étudiants / année

En Outaouais
En français
McGill: UQO





Programme d'études médicales de premier cycle

Faculté

des sciences

24 étudiants / année (96 total)

Entièrement en français Comparable



Formation médicale postdoctorale en médecine familiale 36 résidents au GMF Universitaire de Gatineau Doubler la capacité



Plus de 150 apprenants en médecine de McGill en stages cliniques dans + de 25 milieux au CISSS de l'Outaouais Doubler la capacité











## DÉFIS / ENJEUX

- 1. Assurer la concordance
- 2. Rencontrer les normes d'agrément
- 3. Recenser tout le matériel académique
- 4. Franciser les documents
- 5. Recruter des enseignants / obtenir les nominations académiques
- 6. S'approprier le matériel, l'adapter et l'enseigner
  - \* Mêmes activités, mêmes objectifs et messages clés











Faculté

## **OPPORTUNITÉS**

- 1. Revisiter tout le matériel des activités d'enseignement
- 2. Collaborer avec les directeurs de volets / de cours / enseignants
- 3. Opérer un laboratoire de dissection
- 4. Opérer un Centre de simulation
- 5. Opérer un Bureau de soutien aux étudiants : SOURCES
- 6. Innover avec les méthodes d'enseignement















Faculté de médecine et des sciences de la santé



Centre intégré de santé et de services sociaux de l'Outaouais

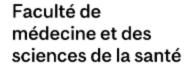




# 2 programmes / 2 campus / 2 langues















## UNE ÉQUIPE

FORMATION PROFESSORALE / CENTRE DE PÉGAGOGIE AGRÉMENT / SOUTIEN AUX APPRENANTS : Bureau SOURCES CENTRE DE SIMULATIONS / LABORATOIRES D'ANATOMIE



Cléo Mavriplis Vice-doyenne adjointe Formation professorale





Vice-doyenne adjointe Affaires étudiantes et affaires des résidents



Shelly Sud Directrice de la vie étudiante

Mina Zeroual

Professeure Anatomie

-histologie-embryologie



Susan Brien Responsable académique du processus d'agrément



Geneviève Constantineau

**Ugo Desjardins** Directeur Centre de simulation CO FMPD - DPC



Wafa Djerboua Professeure Sc. Fondamentales Directrice aff. professorales



### Faculté de médecine et des sciences de la santé

#### Gouvernance administrative

Version du 14 septembre 2020 - V 9



MICHEL LEBLANC Directeur de projet sénior Conseillier principal



HUGO LEMAY Directeur de l'administration



MARIE-ÈVE RACE Administratrice Adjointe à la direction

#### BUREAU DE L'ÉCOLE DE MÉDECINE DÉLOCALISÉE



PATRCIE BOILEAU
Administrateur - Formation fondamentale



MICHÈLE PELLERIN Administratrice - Rôle du médecin



NATACHA THIBAULT Administratrice - Transition vers la pratique clinique



CHRISTINE MÉNARD Administratrice - Externat et résidents

#### **BUREAU DE LA FRANCISATION**



OLIVIER SAMMON Chargé de projet



CAMILO ROUMER Traducteur



- + 7 Traducteurs contractuels
- + 4 Réviseurs techniques
- + 6 Réviseurs cliniciens

#### BUREAU DES AFFAIRES PROFESSORALES ET CENTRE DE PÉDAGOGIE



SARAH ABDELHADI Administratrice aux affaires professorales

#### BUREAU DE LA LOGISTIQUE ET DES PROJETS



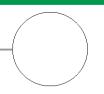
ALAIN BOULET Coordonnateur







#### **BUREAU SOURCES**



En dotation Coordonnatrice



LÉA LEVERT-GAGNON Conseillière en bien-être



Sophie Fletcher Conseillière en carrière

### BUREAU DE SOUTIEN AUX OPÉRATIONS



MÉLISSA BRAZEAU Agente administrative



XAVIER HERRERA HERNANDEZ Agent administratif



Agent administratif



## Direction du programme



Directrice de programme Marion Koch



**Formation fondamentale** 

Danyèle Lacombe



Rôle du médecin

Guylène Thériault



Transition vers la pratique clinique

Frédéric Côté



**Externat** 

Michelle Lajzerowicz

.,



### Formation fondamentale

Danyèle Lacombe

Directrice de volet

#### Directeurs de cours - Première année



Caroline Massicotte Des molécules à la santé mondiale Directeurs de cous - Deuxième année



Akim Salaou Respiration



Walid Issawi Circulation



Danyèle Lacombe Rénal



Martin Viau Digestion et métabolisme Cours longitudinaux / 18 mois



Simon Hotte Défense



Julie Cournoyer Infection



Nayla Gosselin-Papadopoulos Locomoteur



Nina Paradis-Robert Reproduction et sexualité



Jackson Guimezap Comprtement humain



Jean Chou **ELMF** 



Stephen Hanley Principes de la recherche

Experts de contenu / 18 mois FFMMD



Fabrice Le Boeuf Pharmacologie



Guylène Thériault EBM - Épidémio



Ilona Hurik Génétique



Carole Xavier Pathologie



Raven Dumont-Maurice Santé des Premières Nations et Inuit du Qc



### Rôle du médecin

### Guylène Thériault

Directrice de volet

#### Directeurs de cours



Julie Cournoyer Méthode clinique



Sevag Zaroukian Médecin comme professsionnel et soignant



Hélène Bureau Pleine conscience



Anne Dubé Médecin apprenti



Mark Saul Éthique et lois de la santé



Shaun Cleaver Directeur de cours CHAPP



André Bilodeau Directeur Interprofessionalisme



Andréanne Brousseau Directrice adjointe Interprofessionalisme



Jonathan Séguin-Bigras Expert de contenu Pratique de l'échographie



Erica Beatty
Coordonnatrice
Pratique de l'échographie



Christine Daigle Mentor Osler



Julie Goudrreault Mentor Osler



Renée Dionne Mentor Osler



Anne Dubé Mentor Osler



### Transition vers la pratique clinique

Frédéric Côté Directeur de volet

Directeurs de cours

BLOC Raisonnement, réflexion et pratique

BLOC Soins globaux et spécialisés

BLOC Médecine diagnostique et d'intervention



Erica Rubbin Médecine interne



Youssef Sidhom Neurologie



Guylaine Proulx Médecine familiale



Rania Gosselin-Papadopoulos Pédiatrie



Marie-Eve Laurence anesthésiologie



Fréderic Côté Chirurgie



Martin Lecompte Radiologie



Claude Ménard Ophtalmologie



Barbara Perez Transition vers l'externat



Externat

Michelle Lajzerowicz

Directeur de volet

#### Directeurs de site



Yohann Couture Pédiatrie



Alexandre Rozenholc Obst-Gyn



Moez Tajdin Médecine interne



Frédéric Côté Chirurgie



Marion Koch Psychiatrie



Jérôme Champvillard Médecine familiale

### Directeurs de cours



À venir Santé Publique



Marie-Noëlle Michaud Urgences



Isabelle Brousseau-Tremblay Gériatrie



À venir Rassembler tout



À venir Transition vers la résidence

# Documents en français

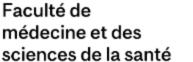
**VOLUME PRÉVU:** 

**VOLUME TRADUIT À CE JOUR:** 

2 Millions de mots

2 Millions de mots



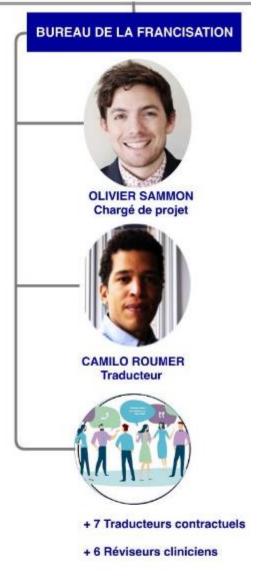












## Bureau de la francisation



Dre Julie Cournoyer Responsable académique de la francisation

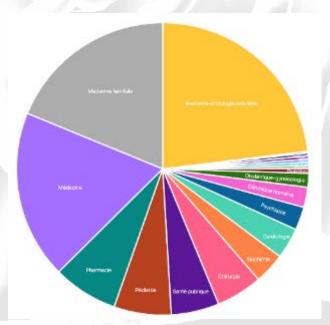
- 1 Chargé de projet
- 1 Traducteur à temps plein
- 7 Traducteurs contractuels
- 4 Réviseurs techniques
- 6 Réviseurs cliniques
- 230 Cliniciens enseignants

## TABLEAU DE BORD: + DE 2 980 HEURES D'ENSEIGNEMENT

## SÉANCES THÉORIQUES

Plus de 895 heures

+ de 160 cliniciens enseignants

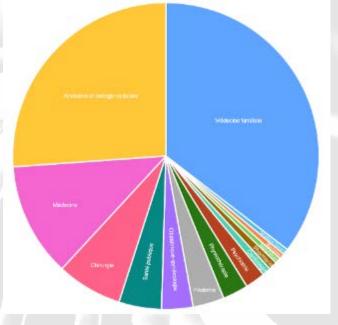


Plus de 230 cliniciens enseignants de plus de 25 spécialités différentes

## PETITS GROUPES / LAB / SIM

Plus de 695 heures x 3 : 2085 heures

+ de 100 cliniciens enseignants



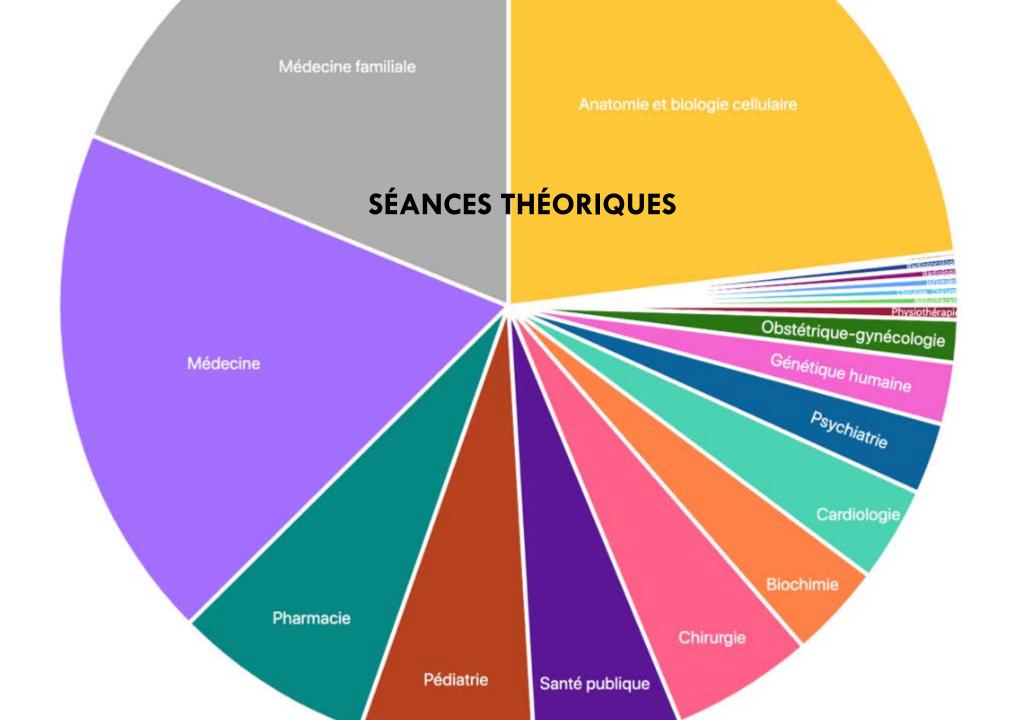


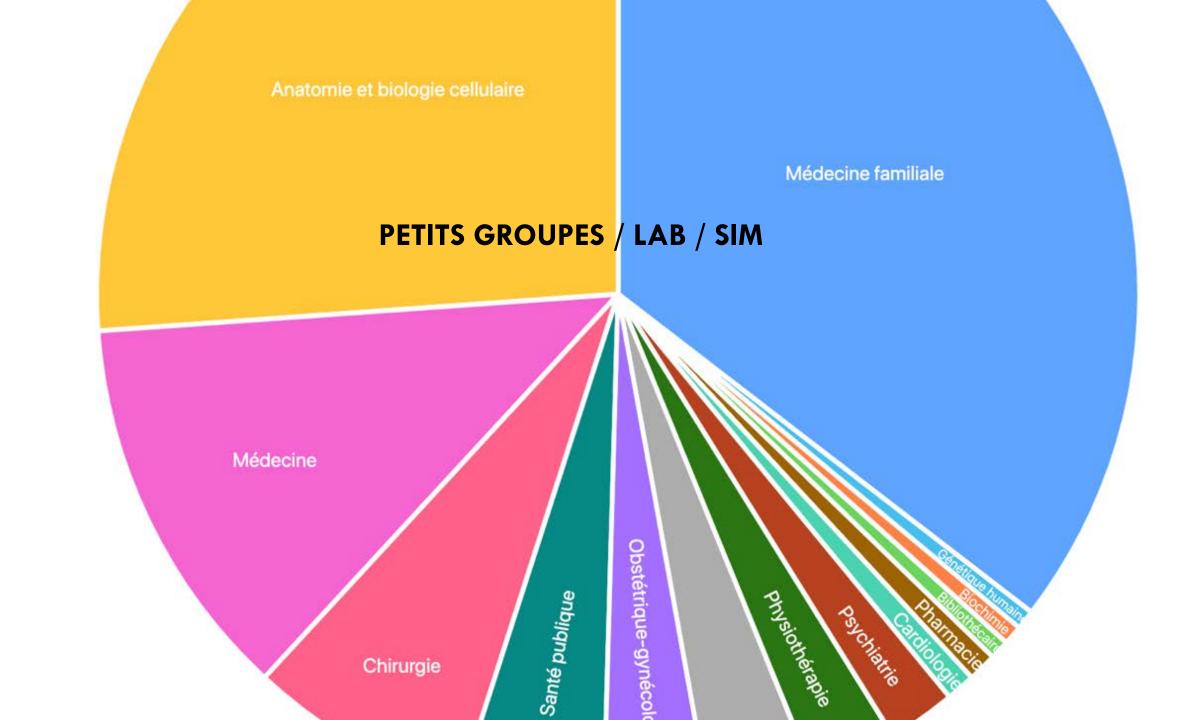








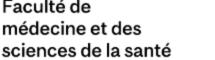




# OÙ ALLONS NOUS ENSEMBLE?

POUR FORMER CES FUTURS MÉDECINS





Faculté de

médecine et des









## MISE À JOUR SUR LA CONSTRUCTION

### Livraisons prévues :

Faculté de

Fin octobre 2020 : 1<sup>er</sup> étage - GMF Universitaire

Mi-novembre 2020 : 2<sup>e</sup> étage

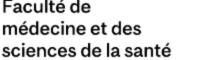
Simulation, Laboratoire et salles de formation, bureaux

Fin novembre 2020 : 2e étage

Amphithéâtre et café-étudiant / vestiaires

Ouverture officielle prévue pour la session d'hiver



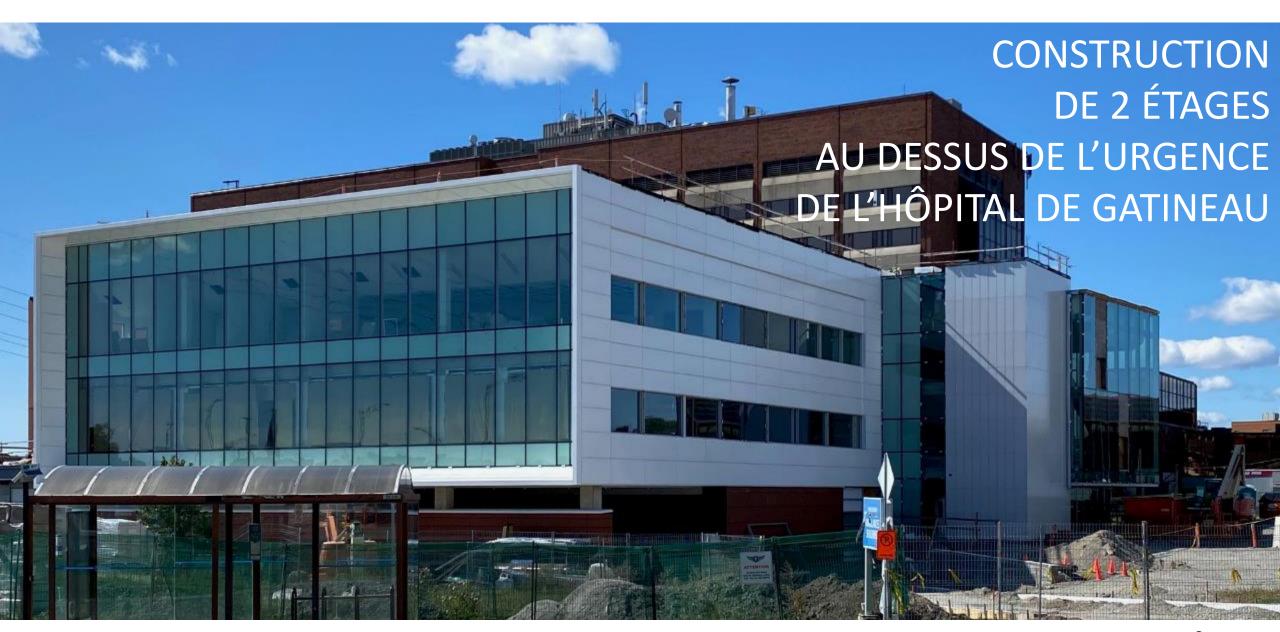








## CONSTRUCTION DU CAMPUS - EN COURS



















## DES IDÉES POUR ALLER PLUS LOIN ET BONIFIER LA RESPONSABILITÉ SOCIALE?

« L'éducation est votre arme la plus puissante pour changer le monde »

Nelson Mandela





# Accommodations for Learners in the Faculty of Medicine and Health Sciences

Charlie Ohayon, Debbie Friedman, Emmanuelle Britton, Aimee Ryan, Namta Gupta

## What does the OSD do?

- Provision academic accommodations to support students experiencing barriers in an academic and/or clinical environment
- •Learners who have a documented disability, mental health disorder, chronic illness, or other impairment, whether temporary, permanent, or episodic can register with the OSD
- Accommodations are determined by considering a variety of factors including:
  - Diagnosis and medical documentation
  - Learner report of barriers experienced
  - The academic or clinical context.
  - Program requirements



## What are Accommodations?

- •Legally mandated services, supports, modifications or adjustments to the tasks, environment or to the way things are usually done that enable individuals with disabilities to have an equal opportunity to participate in an academic program or a job (U.S. Department of Education, 2007).
- Accommodations are designed to guarantee access, not success
- Accommodations should not alter the core knowledge, skills, and/or competencies that are being assessed
- Accommodations in a Learning Environment
- Accommodations in a Clinical Setting



## The OSD and the WELL Office

- Refers Learners to the OSD
- •Collaborator with the OSD when determining feasible clinical accommodations
  - Student contact
  - Holds program knowledge and on-site expertise
  - Ensure confidentiality
  - Holistic approach
  - UGME & PGME: Communicates Learner's accommodations to site-specific program directors, administrations, and individuals who will be directly involved in administering Learner's accommodations
  - ISoN, SPOT & SCSD: Consultation during Accommodation Planning Committee in complex cases
- Working Group



# WELL Office & OSD ISON/ SPOT/ SCSD learners

D. Friedman BSc pht MMgmt

**Assistant Dean Student Affairs** 

Associate Professor Department of Pediatrics & Pediatric Surgery





## ISON /SPOT/ SCSD learners

- 3 Schools & 4 Health Professions
- Programs at undergraduate, graduate, post-graduate levels
- 2020-21 academic year ~1600 learners
- Learners may seek OSD resources for accommodations required in the Academic +/or Clinical settings
- Learners who have previously required accommodations or learners with new needs are encouraged to be **proactive** in registering with OSD early on in the academic year.





#### Role of WELL Office in accommodations

- Collaborated with OSD on guidelines for learners & faculty <a href="https://www.mcgill.ca/thewelloffice/our-services/spot-scsd-ison/accommodations">https://www.mcgill.ca/thewelloffice/our-services/spot-scsd-ison/accommodations</a>
- Learners seeking services from the WELL Office and identified in need of OSD are referred directly by the Consultants or Assistant Dean. Guidance as to documentation that may be required is provided.
- Assistant Dean remains available to OSD & Associate Deans, Program Directors, faculty for consultation and collaboration on complex academic or clinical situations





#### WELL Office communication about OSD

- Information is regularly communicated to learners through:
  - Orientation sessions
  - Newsletters
  - WELL Office website, special section on OSD & COVID times
  - WELL Office curriculum sessions
  - Inter-professional Learning Environment Advisory Committee
  - One-on-one sessions with Consultants or Assistant Dean





### Accommodations for learners next steps

Participating in the current working group chaired by Dr. Leon Tourian





## Wellness Resources for Graduate Students



Local Wellness Advisor: Devon Simpson

#### **PGSS Health & Wellness Guide**

Health and Wellness Commissioner Jennifer @ health.pgss@mail.mcgill.ca)

#### Office for Students with Disabilities

Mental health, chronic health issues, documented disabilities, other impairments

#### Health **Services**

**COVID-19 Guidelines** 

**Health & Wellness** Resources

Studentcare Health & **Dental Plan** 

keep.meSAFE

**Graduate Peer Support** Initiative

**EmpowerMe** 

**Resources at Thomson** House

**Health & Wellness** Committee

**Free Online Yoga** 

**Happy Lamp Lending Program** 

**Family Care** 

Well Office for graduate students in health profession programs

Physical, mental, academic, spiritual, career, cultural, social, financial





# Identifying and Managing Conflicts of Interest

Prof. Angela Campbell
Associate Provost
(Equity & Academic Policies)

September 2020

## What is a Conflict of Interest?

#### s. 1.2 Regulation on Conflict of Interest

- 1.2 "Conflict of Interest" means any situation in which:
- (i) a Member or a Related Party has a personal interest, whether direct or indirect, of which the Member is, or should be, aware, and that in the opinion of a reasonably informed and well advised Person is sufficient to put into question either the independence, impartiality, and objectiveness that the Member is obliged to exercise in the performance of his or her duties or the ability of the Member to act in the best interests of the University (actual Conflict of Interest);

#### or

(ii) a Member or a Related Party **appears**, in the opinion of a reasonably informed and well advised Person, to have a personal interest, whether direct or indirect, that is sufficient to put into question the independence, impartiality, and objectiveness that the Member is obliged to exercise in the performance of his or her duties or the ability of the Member to act in the best interests of the University (<u>apparent</u> Conflict of Interest);

## What is a Conflict of Interest?

#### **Key Question:**

Would a reasonable observer perceive the staff member as having a personal interest or relationship that stands to compromise the staff member's professional judgment in relation to: (1) conducting or publishing research, (2) supervising students or trainees, or (3) any other aspect of their academic duties?

## What is a Conflict of Interest?

A COI is not necessarily misconduct.

COIs are problematic when they are:

- unidentified
- undisclosed
- unmanaged or unmanageable

## Examples of Conflicts Implicating Students

- Employing students in private contexts or entering contracts with students (e.g., becoming a student's landlord)
- Private/intimate relationships with students (NOTE: prohibition in <u>Policy against</u> <u>Sexual Violence</u> on intimate relationships between professors and students under their direct authority/influence)
- Co-supervision of a student with a colleague with whom one is also in a close interpersonal relationship (e.g., spouses as co-supervisors)
- Decision-making that puts the supervisor's personal or financial interests ahead of the student's (e.g., delay of student's publication or deposit of a thesis so that the supervisor is the first to publish data primarily developed by the student)

See Recognizing Conflicts:

https://www.mcgill.ca/secretariat/files/secretariat/recognizing-conflicts-jan\_2015.pdf.

## Examples of Conflicts Implicating Research

- Using McGill resources (e.g., space, personnel, consumables) to conduct research that could benefit an outside (non-McGill) party in which the PI has a real or potential interest
- Accepting a material benefit from an outside (non-McGill) party to conduct research at McGill.
- Conducting research at McGill that stands to benefit an outside entity in which the PI, or a related party of the PI, has a real or potential financial interest.
- Receiving a substantial benefit (\$5000 + or > 5% equity) for services from an outside party/entity whose interests may appear to influence the Pl's academic duties at McGill.

See *Recognizing Conflicts*:

https://www.mcgill.ca/secretariat/files/secretariat/recognizing-conflicts-jan\_2015.pdf.

# Ensuring student interests are protected in COI contexts:

#### Annual Graduate Tracking

**Tracking form** 





#### Graduate Student Research Progress Tracking Report

Page 3 of 3 updated May 2016

-Council Agency: NSERC SSHRC CIHR Award holders who are registered full-time must li-			yment to 450 hours over a 12-month award period.
I did not work any additional hours to my full-tim		4	
I worked hours during my award year. Not Award holders are responsible for reporting any ch			r because it may affect ongoing eligibility (i.e., leaves of
absence, change in supervisor or research, change	in registration,		
☐There were no changes to my student status in ti here were changes to my student status in the past y			
mere were energes to my season states in the past	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
	l agree	Has a conflict	
	with the statements	of interest arisen in	
SIGNATURES (PLEASE PRINT NAMES):  Mandatory. Must be present to sign together.	and	respect of any	DATE
	evaluation	of the parties	DATE
	In this	signing?**	
	Report.	(See <u>examples</u> )	
	Yes□ No□	Yes No	
TUDENT'S NAME			STUDENT'S SIGNATURE
UPERVISOR'S NAME	Yes□ No□	Yes □ No □	SUPERVISOR'S SIGNATURE
	YD N-D	Y N	
O-SUPERVISOR'S NAME (it applicable)	Yes No	Yes No	CO-SUPERVISOR'S SIGNATURE (If applicable)
	Yes□ No□	Yes□ No□	
OMMITTEE MEMBER'S NAME			COMMITTEE MEMBER'S SIGNATURE
	Yes 🔲 No 🗀	Yes No	
HER MEMBER'S NAME (Role:)			OTHER MEMBER'S SIGNATURE
HER MEMBER'S NAME (Role:	Yes No	Yes No	OTHER MEMBER'S SIGNATURE
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yone listed above who does not agree with the			his Report must attach an explanation.
any document has been attached to this report,		_	luate Program Director or a GPS Associate Dean.
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D approval is required on all Progress Tracking	Reports; atto	ndance at meetir	ng is not. If the GPD is the supervisor, the Chair must
n here.			
PD (Chair) Name:		Signature:	
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		orm must be sub	nitted to the Dean of GPS with an explanation. If there
	te bean.		
any doubt, contact the appropriate GPS Associa			

"The Regulation recognizes that the existence of a potential conflict situation does not necessarily connote misconduct or preclude the involvement of a member in the situation in which the conflict has arisen – provided the conflict is recognized, disclosed, assessed and addressed. However, it must be recognized that not all conflicts of interest, even if disclosed in a timely manner, will be permitted."

## Managing Conflicts

#### s. 3.1 Regulation on Conflict of Interest

A Member, immediately upon becoming aware of a Conflict of Interest, **shall make written disclosure** of the facts material to the Conflict of Interest on a <u>form approved by the Provost</u> to:

- (i) his or her Reporting Officer in accordance with these provisions; and
- (ii) in the case of a Conflict of Interest situation arising in the context of research involving human subjects, to the Research Ethics Board in accordance with the University policies governing the ethical conduct of human subject research as exist from time to time.

**See s. 3.3ff** re: how the Reporting Officer must assess and decide whether a conflict exists and may be permitted.

## Responsibilities of Academic Leaders

#### s.5.1 Regulation on Conflict of Interest

It is the responsibility of a Reporting Officer:

- (i) to ensure that those who report to them are aware of the provisions of this Regulation;
- (ii) to implement this Regulation by promptly initiating remedial or disciplinary action as appropriate on becoming aware of an undisclosed Conflict of Interest affecting a Member.

# Consequence of Failure to Disclose and Manage a COI

#### s. 9.1 Regulation on Conflict of Interest

The failure of a Member who knows, or who should reasonably know, that he or she is in a Conflict of Interest, to comply with the provisions of this Regulation may constitute a disciplinary offence under the regulations, policies, code or collective agreement to which the Member is subject.

## Case Studies

Professor X, an unqualified "star", hires her spouse as a research associate (RA) in her lab. X tells you that her spouse has the requisite expertise for her lab work so the hire is "necessary". The RA's salary will be paid from her research funds.

One of your instructors has hired his daughter to grade exams in his course. His daughter is a McGill student, but has no academic connection to the course. When you ask the instructor about this, he tells you that (a) he paid his daughter out-of-pocket for this work and (b) if the University provided adequate support to teaching staff he would have hired a grader.

Professors A and B are siblings. They are co-supervising student Z. Is this a COI?

## Agenda

#### Section I – VP-Dean David Eidelman

- Welcoming Remarks
- Approval of Agenda
- In Memoriam
- Faculty Update

#### Section II

- Graduate Student Survey, Aimee Ryan & Saleem Razack
- 6. Continuing Professional Development Webinar Series, Lennie Lalla
- Update on Campus Outaouais, Gilles Brousseau
- Office of Students with Disabilities, WELL Office & Graduate Students, Charlie Ohayon, Debbie Friedman, Emmanuelle Britton, Aimee Ryan, Namta Gupta
- Conflict of Interest, Angela Campbell

#### Section III – VP-Dean David Eidelman

- 10. Report from the Steering Committee
- 11. Consent Agenda Faculty Council minutes
- 12. Business arising Committee vacancies

#### Section IV - VP-Dean David Eidelman

13. Kudos

#### Section V

14. Open session / Town Hall





## Report from Steering Committee

- At its August 24 meeting, the Steering Committee:
  - Reviewed open positions on the Steering Committee and Nominating Committee
  - Reviewed and approved today's Faculty Council agenda

## Consent Agenda

- Faculty Council May 2020 minutes
  - Link was sent to FC members and Faculty at-large following the meeting
  - https://www.mcgill.ca/medicine/about/governance/facultycouncil/meetings-minutes



## Committee membership - Vacancies

- Steering Committee:
  - 1 Graduate student representative
- Nominating Committee:
  - 1 elected representative



2020 Elected Fellows, Canadian Academy of Health Sciences

**Annmarie Adams** 

**Serge Gauthier** 

**Marina Klein** 

**Ashok Malla** 

**Wilson Miller** 

**Jeffrey Mogil** 

**Eric Racine** 

**Bernard Robaire** 

**Susan Rvachew** 

**Maryam Tabrizian** 





2020 Till & McCulloch Award, Stem Cell Network Bartha Maria Knoppers

Elected Fellow,
Royal Society of Canada

David Wright

Member, College of New Scholars, Artists and Scientists, Royal Society of Canada Maziar Divangahi





Faculty Honour List for Educational Excellence, Faculty Development Office Rosetta Antonacci **Annie Chevrier Mark Daly Sebastian Demyttenaere Caroline Marchionni Gail Myhr Anne Marie Sbrocchi Melissa Vollrath Timothy Wideman** 

Faculté de

médecine et des





Maude Abbott prize,
McGill Faculty of Medicine and Health Sciences
Genevieve Bernard

Haile T. Debas Prize,
McGill Faculty of Medicine and Health Sciences
Pierre-Paul Tellier

Rosemary Wedderburn Brown Prize,
McGill Faculty of Medicine and Health Sciences

Matthew Hunt





Canada Research Chairs **Shirin Abbasinejad Enger Boris Bernhardt Stefanie Blain-Moraes David Buckeridge Jonathan Chevrier Marie-Claude Geoffroy** Nada Jabado **Stephen Lomber Mathieu Maheu-Giroux Richard Menzies Gerhard Multhaup Kathleen Rice Maryam Tabrizian David Wright Robert Zatorre** 



Distinguished James McGill Professors

Shari Baum
Leonard Levin
Morag Park
Dieter Reinhardt
Guy Rouleau
Ernesto Schiffrin
Robyn Tamblyn

James McGill Professor

Martin Lepage

William Dawson Scholars
Brent Richards





#### Appointed President of the Scientific Advisory Committee of the Cancer Research Society Mark Basik

Prix Letondal,
Association of Pediatricians of Quebec
(Thomas) Emmett Francoeur

Award for Excellence in Undergraduate Academic Advising,
Office of the Dean of Students
Chantal Grignon

Appointed President,
Canadian Association for Neuroscience (CAN)
Charles Bourque







## Osler Award for Teaching Excellence Claire LeBlanc Stuart Lubarsky

David Thomson Award for Excellence in Graduate Supervision and Teaching, Dean of Graduate and Postdoctoral Studies Robert Kearney

Appointed President,
Canadian College of Medical Geneticists (CCMG)
Isabelle De Bie





## Family Physician of the Year, Collège québécois des médecins de famille (CQMF) Pierre-Paul Tellier

Award of Excellence – Contribution to Family Medicine Education,
Collège québécois des médecins de famille (CQMF)

Miriam Boillat

C.L. de Carvalho-Heineken Prize in Cognitive Sciences,
Robert Zatorre

Bernhard Cinader Award,
Canadian Society for Immunology
Martin Olivier







#### Quebec's Distinguished Research Scholar Award, Canadian Urological Association Wassim Kassouf

Hakim Family Innovation Prize,
McGill Clinical Innovation Competition
Stenoa

Marika Zelenka Roy Innovation Prize,
McGill Clinical Innovation Competition
GyroClear
MedSafer





## MI4 Innovation Prize, McGill Clinical Innovation Competition MinutesToMRSA

Killam Prize,
Canada Council for the Arts
Alan Evans

CRM-SSC Prize in Statistics,
Centre de recherches mathématiques (CRM)
and the Statistical Society of Canada (SSC)
Erica Moodie



Brain Star Award winners, Canadian Association for Neuroscience **Alexander Winkler-Schwartz** Recai Yilmaz

Dr. Margaret Becklake Fellowship in Respiratory Research, Montreal Chest Institute Foundation & the MUHC Respiratory Division Mikashmi Kohli



Vanier Canada Graduate Scholarships Sienna Drake **Kaitlyn Easson Justin Lessard-Wajcer Calwing Liao** Mackenzie Michell-Robinson **Stephanie Mouchbahani Constance Haitham Shoman Lashanda Skerritt** 

> **Banting Fellows Roberta Cagnetta Mohamed Eldeeb Alexandra Keinath** Véronique Latreille **Honor Bixby**

## Governor General's Gold Medal & Gordon MacLachlan Prize, Vasiliki Rahimzadeh

Resident Teaching Award,
Canadian Dermatology Association
Abdulhadi Jfri

MD Financial Management
McGill University Faculty of Medicine and Health Sciences
Canadian Medical Hall of Fame Award
Sheetal Pundir





Relève étoile Jacques-Genest (July)
Fonds de recherche du Québec – Santé (FRQS)
Marine Lingrand

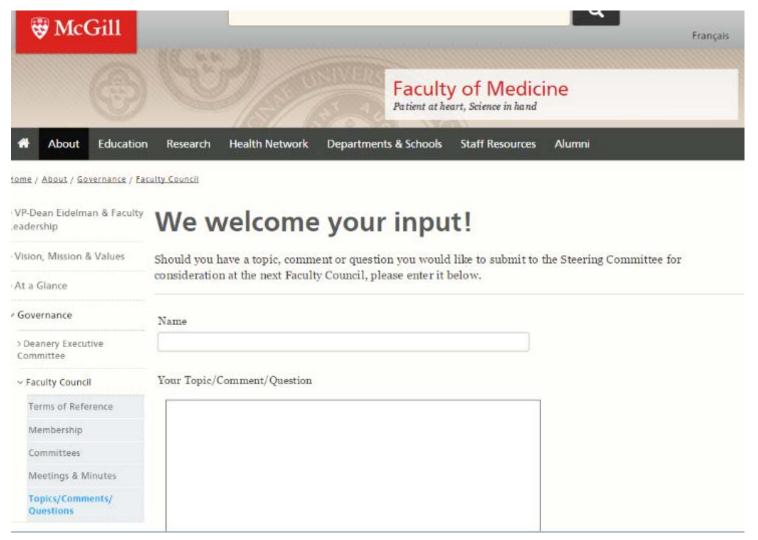
Relève étoile Jacques-Genest (June)
Fonds de recherche du Québec — Santé (FRQS)
Marisa Cressatti

Relève étoile Jacques-Genest (May)
Fonds de recherche du Québec — Santé (FRQS)

David Pellerin

Relève étoile Jacques-Genest (April)
Fonds de recherche du Québec — Santé (FRQS)
Nadia Sourial

## Open Discussion & Town Hall



www.mcgill.ca/medicine/about/governance/faculty-council/topicscomments-questions

