

FACULTY COUNCIL TOWN HALL

David Eidelman
Vice-Principal (Health Affairs)
Dean of Medicine

March 6, 2012



AGENDA

- In Memoriam
- Update on Faculty priorities
- Strategic research plan, next steps
- News from School of Physical & Occupational Therapy
- Other Faculty news & kudos

In Memoriam

Update on Faculty priorities

Strategic research plan, next steps

News from School of Physical & Occupational Therapy

Other Faculty news & kudos

IN MEMORIAM

- Gustavo Bounous, Department of Surgery
- John Kiteala, Department of Pediatrics
- Everett Reid, Department of Surgery



As is our tradition, a moment of silence for those who have passed on from in our community.

- Gustavo Bounous, Department of Surgery
- John Kiteala, Department of Pediatrics
- Everett Reid, Department of Surgery

INCOMING PRIORITIES - UPDATE

- Active Listening
 - Meetings with leaders
 - Emerging picture of pressures and opportunities
- Active Linking
 - Have begun meeting with key government leaders
 - RUIS
- Administrative Renewal
 - Senior Advisor hired
 - Chief Operating Officer & Human Resources Director pending

At the December 6 Town Hall, I discussed meeting immediate Faculty needs, and working toward some priorities collaboratively over the next few years. Here's an update from my first couple of months.

Active Listening

--Had meetings with leaders at all levels. Logged 200 hours consulting with the many stakeholders.

--A clear picture is emerging of the Faculty's current pressures and opportunities.

--In terms of pressures, many of these are **financial**. We have to make choices. We must be guided by some key priorities that maximize what we can contribute to society, especially here in Quebec, and continue building our reputation internationally.

--Another emerging need is to ensure that we have **standard policies and procedures** in place for how we conduct operations:

- Many policies already exist and form a rational basis for our decision making.
- Faced with significant resource constraints and competing demands in our complex environment, there is a need now to:
 - 1) ensure proper communication of existing policies and procedures ,
 - 2) formalize policies and processes that are carried out in an ad hoc manner,
 - 3) identify strategic areas or activities for which policies and procedures must be developed,
 - 4) work toward a standardized set of faculty guidelines.
- The goal is to make decision-making as transparent as possible and ensure alignment with the Faculty's priorities.

Active Linking

--Have begun meeting with key government leader as well as the RUIS.

Administrative Renewal

--The Faculty has hired Ms. **Demetra Kafantaris** to the position of Senior Advisor to the Vice-Principal (Health Affairs) and Dean of the Faculty of Medicine, effective January 16, 2012.

--Next steps: hiring of a Chief Operating Officer and Human Resources Director.



Some areas of interest have emerged that I would like us to consider in further detail as a Faculty.

Strategic Research Plan

At the December 6 Town Hall, I discussed some goals for us to work toward in the area of research:

- Find ways to improve our research competitiveness
- Particular need in regard to large scale grant funding
- Research aimed at meeting the needs of our community

Taking the next steps will be the focus of a bigger conversation both today and over the next few weeks and months.

Assessment and Evaluation Centre

--With implementation of the new MDCM curriculum in 2013, education renewal will be a major focus of the Faculty, not just in undergraduate medicine but also in post-graduate training and in the Schools.

--As recommended in the report of the Education Design Group at the conclusion of the Think Dangerously strategic planning exercise, the Faculty needs to establish an Office of Evaluation and Assessment

- must incorporate program evaluation of curricular change and implementation to assess impact and effectiveness
- ensure that curriculum changes are informed by evidence
- having adopted specific goals for the MDCM graduate will allow us to judge curriculum change outcomes against standards.

RUIS-McGill

--RUIS McGill's affiliated regions include central and western Montreal, the western part of the Monteregie, Outaouais, Abitibi-Témiscamingue, the Cree territories, Nord du Québec and Nunavik. These territories represent a population of 1.7 million and it is geographically the biggest of the 4 RUIS territories

--Each RUIS has the responsibility to coordinate tertiary **health care services, teaching and research** provided by each university's faculty of medicine and its associated teaching hospitals

--In the area of health care services, we've made considerable progress since 2003, when the RUIS was established.

--Looking ahead, we need to establish ways of expanding our involvement in teaching and research activities within the RUIS.

Global Activities

--McGill is renowned internationally. It makes sense for us to explore ways that we can increase our involvement on the world stage in a way that provides the most benefits to community health

--We plan to identify ways that we can generate revenue by providing services overseas.

TOWARD A STRATEGIC RESEARCH PLAN

Questions to help move a plan forwards:

- What should be the Faculty's top 5 research priorities?
- What are the major challenges for achieving research success?
- What creative ideas will help us achieve future success?
- What structural changes will help us in large-scale grant funding competitions?

Strategic Research Plan

--The Faculty will develop a strategic research plan that will complement the university's Strategic Reframing Initiative as well as the University-wide Strategic Research Plan.

--We plan to build on the very useful work achieved during the Think Dangerously planning process and presented in the final report.

--To help develop the plan, I invite answers to some key questions:

- What should be the Faculty's top 5 research priorities?
- What are the major challenges for achieving research success?
- What creative ideas will help us achieve future success?
- What structural changes will help us in large-scale grant funding competitions?

STRATEGIC RESEARCH PLAN: NEXT STEPS

- Gather and incorporate Faculty input
- Draft a preliminary plan
- Share the plan with senior leadership for refinement
- Validate the plan with wider community

Strategic Research Plan: Next Steps

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- Draft a preliminary plan
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You will receive an email from me inviting your responses to these questions.

At the end of today's session, if you have some ideas about a strategic research plan, let's talk.

Introduction of Dr. Majnemer

In our upcoming town halls, we'll be hearing news from the Schools of Nursing and Communication Sciences. Today we'll like to start with a presentation from P&OT. I'd like to welcome Dr. Annette Majnemer, director of the School of Physical and Occupational Therapy, to present on behalf of the School. I want to point out that Annette was recently elected to the American Occupational Therapy Foundation (AOTF) Academy of Research, which is the highest honour the Academy bestows. Congratulations! Please welcome her to the podium.

SCHOOL OF PHYSICAL & OCCUPATIONAL THERAPY

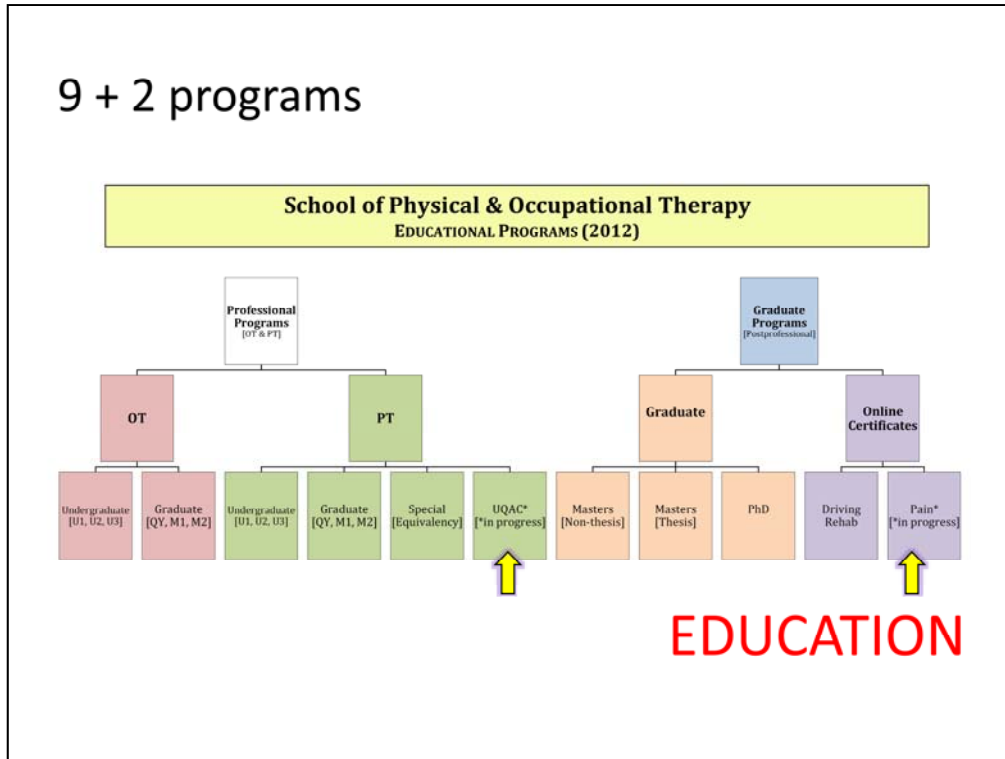


Mission statement for SPOT

- “**Excellence in teaching and research** is the foundation and tradition of the School of Physical and Occupational Therapy at McGill University. The faculty educates professionals and, through research, generates the body of knowledge which guides our professions to advance the health, function and participation of individuals in society. The educational programs apply and promote principles of interprofessional education, evidence-based practice and knowledge exchange with the expectation that students become self-directed, life-long learners.”



9 + 2 programs



Focusing first on our educational mission...

DUAL ENTRY

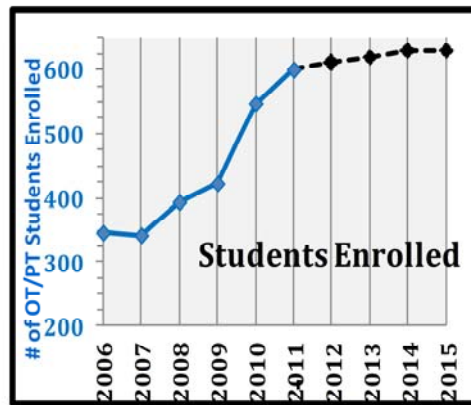
- Unique in North America
- CEGEP students into U1 (40 OT, 55 PT)
- Students with degrees into Qualifying Year (QY), enter U3 class to equal 75 students

✓ Multiple Mini Interviews for OT and PT
Qualifying Year applicants

- Reliability and validity study embedded within OT MMI experience



EDUCATION



274 Occupational Therapy students (-> 305)

318 Physical Therapy students (-> 355)

81 Graduate students (28 new applicants, 2/3 international)

20 foreign trained PT



PERIOD OF RAPID GROWTH

- Additional tenure track faculty for the 2 new Masters programs

√3 (2010) + 2 (2011) + 2 (2012-13)

– Coincides with many retirements

√Provost's approval to acquire licenses of 4 additional tenure track

(4 retirements)



PERIOD OF RAPID GROWTH

Faculty complement

21 tenure stream faculty (12 tenured)

19 contract academic staff (11.9 FTE)

7 academic associates/coordinators (4.1 FTE)

√Associate Directors (OT, PT)

PhD in Education



EDUCATION

Competitive environment (Quebec):

- 5 OT schools
- 5 PT schools

- Compete for students, placements, recruitment of faculty

- Poor infrastructure when compared to sister schools



This growth in students and faculty needs to be considered in the context of the highly competitive quebec landscape. In addition to 3 longstanding programs at mcgill, UdeM and laval, recent new programs in...

CLINICAL PLACEMENTS

- 630 clinical placements (2011)
- Challenging to find clinical placements
 - Therapists do not have 'teaching time'
 - Other universities impinge on our RUIS
 - Other universities pay 2-4 x as much in daily stipends for clinical supervision
- ✓ International placements



EDUCATION

Student International Placements in McGill's School of Physical and Occupational Therapy

2008 12 OT, 10 PT (22 placements) 2009 5 OT, 1 PT (6 placements)
 2010 8 OT, 2 PT (10 placements) 2011 18 OT, 3 PT (21 placements)



	2008	2009	2010	2011
Africa	3			4
America, Central-South	4	4	4	5
Asia	2	1	2	4
Europe + U.K.	9	1	4	3
India				4
Pacific	2			
U.S.A.	2			1

Total number of international placements 2008 – 2011 = 59



**Rehabilitation Research:
Functioning, Disability and
Health (WHO framework)**

- Understanding the underlying mechanisms of disease that limit functioning and health
- Development of novel assessment tools
- Evaluation of targeted interventions in populations who will benefit most
- Community integration and quality of life of individuals with disability
- Knowledge translation to promote best practice in rehabilitation



- Co-lead by Dr. Eva Kehayia (SPOT) and Dr. Bonnie Swaine (UdeM)
- *Projet de développement stratégique innovant* funded by FRSQ
 - 4 lead principal investigators from SPOT
 - >Half of our TT involved
 - Interdisciplinary researchers (approx 60)
 - Numerous community and international partners
 - Enabling physical and social environments to promote inclusion of citizens in their local community (Alexis Nihon Plaza)



MALL project: **M**all as **A** Living **L**ab

New tenure track faculty

(2010-2011)

- **Dana Anaby** (OT, Israel)
 - Participation in children and youth
- **Patricia Belchior** (OT, Brazil)
 - Cognitive rehabilitation in the elderly
- **Isabelle Gagnon** (PT, Quebec)
 - Mild head injury in children
- **Matthew Hunt** (PT, Quebec)
 - Ethics and rehabilitation, global healthcare
- **Melissa Park** (OT, USA)
 - Mental health processes in youth and adults

New tenure track faculty (2012-13)

√ **Shawn Robbins** (PT, Ontario)

- Biomechanics, osteoarthritis

√ **Marc Roig Pull** (PT, Spain)

- Exercise science, motor learning

√ **Andre Bussières** (Quebec)

- *Professorship in Rehabilitation Epidemiology, funded by the Canadian Chiropractic Research Foundation*
- Knowledge translation, neck and back pain



✓ Lunch meetings with clinical partners

✓ Faculty lecturer appointments for clinical supervisors in health care settings

✓ Reconnecting with lost alumni (facebook)

✓ Working closely with DAR to fundraise

✓ Inauguration of a Benefactors' Lounge

Community engagement

Successes = Commitment of our faculty

- Directors' Council
- Faculty and support staff
- Students



FACULTY COUNCIL
TOWN HALL
Discussion



FACULTY NEWS

UGME Accreditation

- Status report to CACMS-LCME by April 15
- Plus an interim review on all 130 standards to be conducted by **Stéphane Borreman** to be ready for 2014-2015



The Committee on the Accreditation of Canadian Medical Schools

PGME: Future of Medical Education

- **Dr. Sarkis Meterissian** took a lead role, serving on advisory committee
- National launch of recommendations: **March 29**



MDCM accreditation

We have to give a status report on the 6 standards with which we were not yet fully compliant by April 15th as a follow-up to the Limited Site Survey that was conducted in November 2010.

Also, we plan to conduct an interim review this calendar year of all 130 standards, to correct our self-identified deficits and so that we are prepared before the next accreditation in 2014-15. **Stéphane Borreman** will conduct this Interim Accreditation Review.

Accreditation comes within the context of introducing our new MDCM curriculum, to be implemented 2013.

Post-graduate Project: AFMC's Future of Medical Education

Dr. Sarkis Meterissian and I will host the National Launch of the Future of Medical Education in Canada Postgraduate Project

Final Report and Recommendations, Thursday, March 29, 2:00 p.m. - 3:30 p.m. at Charles Martin Amphitheatre, McIntyre Medical Sciences Building.

The Future of Medical Education in Canada Postgraduate Project was undertaken by a consortium of the Association of Faculties of Medicine of Canada, the College of Family Physicians of Canada, le Collège des médecins du Québec and the Royal College of Physicians and Surgeons of Canada. The goal of the Project was to conduct a thorough review of postgraduate medical education in Canada, establish whether the structure, content and processes of the current system are designed for the best possible outcomes to meet current and future societal needs, and formulate recommendations for change.

FACULTY NEWS



Canadian Residency Matching Service

--McGill affiliated hospital network filled all Family Medicine positions (34) – a first among Quebec schools. We only have 1 unmatched specialty position (Biochemistry).

--Overall we had 84 spots to fill this year vs 80 last year (Family Med). We filled 84 vs 77 last year. A 10% jump for us.

--McGill performance compares very favourably to number of unfilled spots at the other Quebec medical faculties

--We also took 4 CEDIS graduates: these are international medical graduates that have undergone a “mise à niveau” at St. Mary’s Hospital.

--Comparison of provenance of trainees last year vs this year:

2010-11: 193 positions in total, 190 filled (3 Family Med Val d’Or): IMG: 18; QC MD’S: 41; MCGILL: 92; ROC: 37; US: 2

2011-12: 194 positions in total, 193 filled (1 Biochemistry): IMG: 15; QC MD’S: 58; MCGILL: 90; ROC: 23; US: 7.

--The table shows that we have retained many more Quebecers across all of our programs.



Goodman Gala

On June 10, McGill will celebrate the 2nd Goodman Cancer Research Centre Gala. The last Gala in 2010 raised \$2.5 million in support of cancer research and this year we hope to match or beat that impressive total. Buy your tickets now.

FACULTY NEWS



Only university-owned laboratory building in Quebec to achieve the LEED gold rating.

LEED Certification: Life Sciences

McGill University's Life Sciences Complex has been awarded LEED gold certification for new construction from the Canada Green Building Council (CaGBC-), a significant upgrade from the silver rating that was first sought. Completed in 2008, it is the only university-owned laboratory building in Quebec to achieve the LEED gold rating.

ROSSY CANCER NETWORK



--A prime example of the McGill Academic Health Network in action will be the forthcoming **Rossy Network**, addressing cancer clinical care through the collaborative efforts of our Faculty, St. Mary's, Jewish General Hospital and the MUHC. An internal event is being held March 27 bringing together oncology leadership from across the network.

APPOINTMENTS



Dr. Craig Mandato,
Anatomy & Cell
Biology



Dr. James Martin,
Medicine



Dr. Jean Deschênes,
Ophthalmology



Jacques Hendlisz & Dr. Peter Siegel
Goodman Cancer Research Centre



Dr. Marc Pell

Dr. Craig Mandato appointed as Chair of the Department of Anatomy and Cell Biology, Faculty of Medicine, McGill University, effective February 1, 2012. Dr. Mandato replaces **Dr. Nathalie Lamarche-Vane**, who led the department as Interim Chair since January 1, 2010, a commitment for which we thank her sincerely. Also note that **Dr. Elaine Davis**, Associate Professor (Anatomy and Cell Biology) and Associate Dean (Biomedical BSc, Graduate and Postdoctoral Affairs) for the Faculty, has assumed the role of Associate Chair to support the education mandate of the department. Dr. Davis will hold these positions concurrently.

Dr. Jean Deschênes appointed interim chair of Ophthalmology. Outgoing chair is Dr. Mark Gans.

Dr. Peter Siegel has been appointed the Associate Director of the Rosalind and Morris Goodman Cancer Research Centre; **Jacques Hendlisz** was appointed as the Executive Director.

Communication Sciences and Disorders

--Appointment of Dr. Marc Pell to position of Director. He was previously interim director.

RESEARCH NEWS

To give feedback on proposed grant changes, email the CIHR: Roadmap-Plan.Strategique@cihr-irsc.gc.ca

Also, attend McGill Open Forum April 4, 11:00pm Location TBA



CIHR IRSC

Canadian Institutes of Health Research

Instituts de recherche en santé du Canada

Canadian Institutes of Health Research

--Consultations with CIHR's health research community have shown that there are challenges with mechanics of the existing programs, specifically with CIHR's competition and peer review processes. Researcher and stakeholder communities continue to challenge the CIHR to streamline and strengthen its funding programs, to continue to reduce program complexity, and to reduce the need for researchers to spend large amounts of time writing and applying for grants to support their research programs.

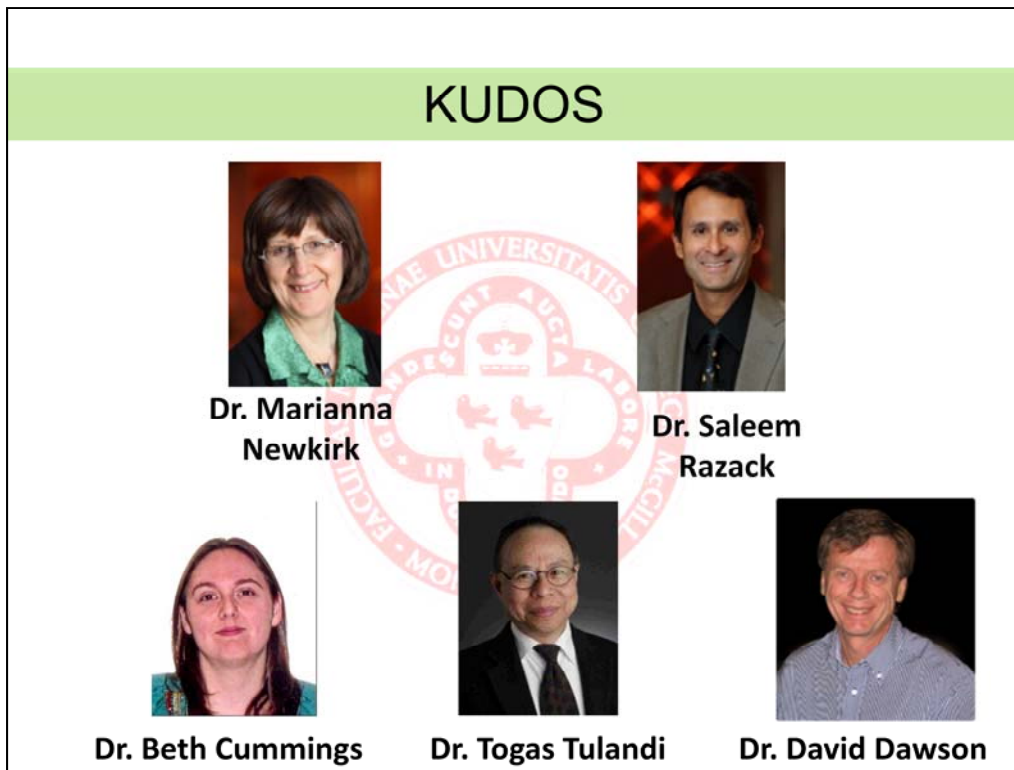
CIHR is considering a suite of two separate, yet complementary funding schemes:

A Foundation/Programmatic Research Scheme, which will provide long-term support both to established investigators with demonstrated track records of success, and new/early career investigators with excellent training and early-career productivity, to pursue innovative, high impact programs of health research; and, enable integrated knowledge translation. Flexible, long-term funding will also provide top researchers with the opportunity to pursue novel and/or emergent avenues of health research with a less frequent requirement for grant renewals.

A Project Scheme, which will provide support for defined projects with a beginning, a middle and definite end point that capture the best original, innovative and/or impactful ideas across the spectrum of health and health system research and knowledge translation. This scheme is open to both established and promising new/early career researchers.

--McGill will host a Town Hall with Dr. Jane Aubin about the CIHR's new funding programs April 4, 12:30, location to be determined.

--Meanwhile, the CIHR invites feedback to the proposed changes via its email address: Roadmap-Plan.Strategique@cihr-irsc.gc.ca.



Research; Immunology

Canadian Society for Immunology (CSI) has selected Dr. **Marianna M. Newkirk** as the recipient of the **2012 John D. Reynolds Award**, an honor that recognizes a member of CSI for exceptional service to the organization.

Associate Professor of Medicine at McGill, Dr. Newkirk's area of research is autoimmune disease. She is also a co-founder of [Immunology Montreal](#), a project developed to furnish the Montreal community with immunology education through outreach activities. The organization aims to increase awareness of immunology issues and influence domestic policy by involving local educators and political figures.

Office of Admissions, Equity and Diversity

Dr. **Saleem I. Razack**, associate Professor of Pediatrics, Assistant Dean of Admissions, Equity and Diversity received the 2012 Association of Faculties of Medicine of Canada **May Cohen Gender Equity Award**. The award serves to recognize outstanding effort or achievement of an individual, program, department or faculty in improving the gender equity environment in academic medicine in Canada.

CAME Certificate of Merit Awards

Three Faculty of Medicine members have been recognized for their exceptional commitment to medical education by the Canadian Association for Medical Education (CAME).

Dr. Beth-Cummings (Internal Medicine)

Dr. David Dawson (Medicine)

Dr. Togas Tulandi (Obstetrics and Gynecology)



Family Medicine

Dr. Ann C. Macaulay, Professor of Family Medicine and Director of the Participatory Research at McGill (PRAM) in the Department of Family Medicine is the recipient of the 2012 Royal College Visiting Professorship in Medical Research.

Medicine & P&OT

Professor **Nancy Mayo** awarded the **2012 Enid Graham Memorial Lecture Award**. Dr. Mayo is a James McGill Professor in the Department of Medicine (Division of Geriatrics and Division of Clinical Epidemiology) and the School of Physical and Occupational Therapy, McGill University. She is also a Research Scientist at the McGill University Hospital Centre Research Institute where she is the head of the Health Outcomes Axis.

Douglas Institute, Psychiatry, Neurology and Neurosurgery

Dr. **Michael Meaney** appointed Member of the Order of Canada. Dr. Michael Meaney, Associate Director of the Research Centre at the Douglas Institute, James McGill Professor in the Departments of Psychiatry and Neurology and Neurosurgery, and Director of the Program for the Study of Behaviour, Genes and Environment at McGill University, has been appointed a member of the **Order of Canada**.

Centre for Medical Education

Dr. Peter McLeod has been selected as the recipient of the **Royal College of Physicians and Surgeons of Canada 2012 Duncan Graham Award**. This award was introduced in 1969 to honour the late Dr. Duncan Graham, long time professor of medicine at the University of Toronto and is awarded for extensive and valued contribution to medical education.

McGill AIDS Centre

Dr. **Mark Wainberg** has been elected a **Fellow of the American Association for the Advancement of Science (AAAS)**.

Dept. Radiology & MUHC Neuroradiology

Dr. **Raquel del Carpio-O'Donavan** recipient of the **RCPSC's [Royal College of Physicians and Surgeons of Canada] "Mentor of the Year 2010"** award for Region 4 (Quebec). Dr. Raquel del Carpio-O'Donavan is Professor and Vice Chair of Radiology at McGill University, Associate Director of Radiology at McGill University Health Centre and Program Director of Neuroradiology.

P&OT

Dr. **Annette Majnemer**, Associate Dean and Director of the School of Physical and Occupational has been elected to the American Occupational Therapy Foundation (AOTF) Academy of Research. This is the highest scholarly honour that the AOTF confers.

NEWS FROM THE HOSPITALS



Douglas Mental Health University Institute: \$2 million gift from Bell to improve the Brain Bank



St. Mary's Hospital Center: Upcoming testing of telecardiology technology with RUIS-McGill



Jewish General Hospital:

- Robotic "Whipple Procedure"
- Gerald Batist deputy director of LDI

Douglas Mental Health University Institute

--Thanks to an unprecedented \$2 million gift from Bell Canada, the Douglas Mental Health University Institute will be able to improve facilities and expand recruitment and research activities for its brain bank. Part of the Bell *Let's talk* mental health initiative, this financial support represents one of the largest donations ever made in Quebec to a university-affiliated mental health institute. The only brain bank of its kind in Canada and one of a select few worldwide, the facility will be called the Douglas-Bell Canada Brain Bank.

--Jewish General Hospital

Whipple Procedure

Since the "di Vinci" surgical robot's introduction to the Jewish General Hospital in 2008, it has become the high-tech tool of choice for an ever-increasing list of operations. Its minimal invasiveness is enhanced by the ability it gives surgeons to perform tasks of extreme delicacy and precision. Now **Dr. Tsafirir Vanounou**, a staff surgeon in the Division of General Surgery, is the first in Canada to have robotically performed the removal of a pancreatic tumour in what is known as a Whipple procedure.

--*Dr. Gerald Batist appointed Deputy Director of Lady Davis Institute*, effective March 1, 2012. Dr. Batist is also director of the Segal Cancer Centre. The appointment recognizes both the major role of the Segal Cancer Centre in the LDI, as well as the remarkable success that Dr. Batist has had in building the Centre into one of the major cancer research institutes in the country. As Deputy Director, Dr. Batist will participate in making all major decisions at the LDI.

+ Herzl Family Medicine Clinic – 100th anniversary in June

St. Mary's

Dr. Mathieu Walker, along with the Télésanté network of the Réseau universitaire intégré de santé de l'Université McGill (RUIS McGill), will soon be performing adult telecardiology consultation with auscultation in real time using videoconferencing technology.

Under his leadership, St. Mary's is currently testing and refining this system which uses two-way videoconferencing, advanced information communication technologies, and biometric equipment such as electronic stethoscopes to perform examinations, assess patients and recommend treatments in remote health care sites throughout Québec.

-- VP-Dean Eidelman to attend their town hall this month.

NEWS FROM THE HOSPITALS

MUHC Newly Constituted Board of Directors



Mr. Claudio F. Bussandri, Chairman	Ms. Joan Ivory
Dr. Robert Rabinovitch, Vice-Chairman	Mr. David H. Laidley
Ms. Marie Giguère, Treasurer	Ms. Alison Laurin
Mr. Normand Rinfret, Secretary	Mr. François Laurin
Mr. Peter Abraham	Ms. Maria Mastracchio-Lafontaine
Ms. Gail Campbell	Ms. Gwen Nacos
Ms. Susan Drouin	Mr. Glenn R. Rourke
Dr. Rose Goldstein	Dr. Earl Rubin
Ms. Jill Hugessen	Mr. Norman G. Spencer
Mr. Pierre Hurteau	Ms. Colleen Timm

New Board of Directors of the MUHC

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