



Meeting Minutes





Committee	FoMD Faculty Council		
Members:	Dr. B. Hemmelgarn (Chair) As set out in the <i>Post-Secondary Learning Act</i> <i>Quorum is represented by those faculty members member present.</i>	Date :	May 21, 2024
		Time:	4:00pm
Called to Order:	4:01pm	Location:	Via Zoom
Guests	None	Scribe:	Erin Neil
Approval of agenda	Approved by consensus with no additions.		
Approval of previous meeting Minutes	Date: November 28, 2023 MOVED by G. Funk and SECONDED by V. Mushahwar to approve the minutes as circulated. ALL IN FAVOUR. CARRIED.		
Meeting Attachments:	All attachments provided via email May 7, 2024		

Topic	Summary	Action by whom	Target Date	Status
1. Guest – President Flanagan	Provided update on encampment and events of May 11, 2024. Opened for discussions.			
2. Dean’s Report	Dr. B. Hemmelgarn provided update: <ul style="list-style-type: none"> Medical School expansion - still awaiting confirmation in terms of funding. We have confirmed the funding in order to enable the distributed Medical Education site in Grand Prairie. Dr. Rolfson is here today providing update and further details. Medical School expansion it's more than 30 UME seats - an expansion more broadly, including 36 PGME and AMHSP positions. 36 in the first phase, which includes new arrangements in obstetrics and gynecology, surgery and anesthesia, and then another 42 in phase 2. New arrangements for a critical care and emergency medicine. 78 AMHSP positions in total. Working on details for critical care and emergency medicine. Bill 18 was introduced in the beginning of April, that bill would require provincial entities to obtain approval from Alberta's government before entering into amending or extending or renewing an agreement with the Federal Government. I think we can all appreciate the implications of that bill. The funding that we receive - Federal funding is about \$200 million a year to the University of Alberta, \$60 million to the faculty of medicine and dentistry. 40% of all research funding is Federal funding. We anticipate that the bill will pass and that legislature is going to run into about earlier mid-June, and that this bill is in second reading, but there will be a consultation process after. And, as I said, lots of work underway, so listen for that and opportunities that you as well may participate in those consultative processes and potential amendments. The amendments are everything, from amending post-secondary institutions to amending the Federal funding component to amending those that are under peer review so many potential options that that we will put forward for consideration. Dean renewal. I have put forward for consideration, for renewal for a second term, and the process is now underway. Encourage you all to provide input and feedback. With respect to that, there's a town hall later this week and a vision presentation in June. The committee interview the end of June. Look for opportunities for input and would appreciate all the input that's being provided, as it will be considered by the committee as well. 			
3. Social Accountability Unit	Dr. K. Dong presented:  Social accountability Unit .pdf			

Topic	Summary	Action by Whom	Target Date	Status
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<p>4. Deputy Dean Report</p>	<p>Dr. T. Stelfox provided update:</p> <ul style="list-style-type: none"> • In the middle of Chair and Institute director searches for 3 positions. All 3 have certain committees that have been struck. • All 3 have solicited applications and received multiple applications. • All 3 are now in the process of having vision presentations and panel interviews. • The goal is to have all 3 committees provide recommendations to the Dean before the end of June. Encourage members of the faculty depending on your affiliations and your interests to please consider, attending the vision presentations. • Currently reviewing the Selection and Review procedures. These are university procedures that have some specifications to the different faculties. • We have an exemption from the Provost to be able to include Lisa Purdy Assistant Dean, EDI as a voting member of the pediatric search and selection committee. We are hoping to make that a permanent change. Looking at the rest of the criteria to see if there's any potential tweaks we should make to update the procedures. If we find any we will bring to the chairs first, and then we'll bring it here to this to this council for feedback before we go to GFC. • We are in the middle of doing a review of hiring processes and we are doing an RPC review and retreat here at the end of June and this is to see if there's any potential efficiencies and ways to improve the effectiveness of these processes given. 			
<p>5. Vice Dean Education</p>	<p>Dr. Rolfson presented:</p> <div style="text-align: center;">  <p>MD Program Overview Slide Deck - Part 2 (NAMP).pdf</p> </div> <p>Dr. Schipper presented:</p> <p>Motion: THAT Faculty Council Approve the proposed 2024 Spring Graduand lists that appear in this presentation. Moved by: S. Schipper. Seconded by: A. Underhill. ALL IN FAVOUR. MOVED.</p>			
<p>6. Vice-Deans Research</p>				
<p>a. Update – Clinical</p>	<p>Dr. N. Pannu provided update:</p> <ul style="list-style-type: none"> • Recent changes in Alberta Health Services and the impact on research here at the university - meetings are ongoing regarding research and innovation at Alberta Health Services. We have certainly been given some reassuring comments that that research will proceed. As to what this will look like in the new landscape, those details remain unclear, so I will certainly keep you posted. • The strategic clinical networks as they previously existed, have been dismantled. More information about how that affects research. Specifically, it's a little bit different for research than it is for quality, improvement and other projects that were undertaken. Once we get more information, I'll certainly be sharing it at a variety of levels. • Richard and I, together with Tom, have been meeting with early career researchers to figure out what kinds of supports are needed across the research spectrum to help those researchers continue with their success. Preliminary meetings. Taking the feedback received to a variety of committees, including the research, the Faculty Week Research Council, the Chairs Committee and others to discuss possible solutions some of the concerns that were brought up. 			
<p>b. Update – Basic</p>	<p>Dr. R. Lehner provided update:</p> <ul style="list-style-type: none"> • Canada research chairs tier 2 we had 4 resubmissions of submissions for renewals. Researchers tier 2, and all 4 have been successful. • The renewal of their CRC tier 2 application - we had a one a new tier 2 application coming that was successful. • Teams from our faculty received over \$100 million dollars of funding for pandemic preparedness. • Tri Council funding our faculty members received 11 grants, for discovery grants out of 27. 40% success rate, which is 25% increase from the last year. • Our faculty got an approval to proceed with request to apply to CFI Innovation Fund. These are the big infrastructure Innovations fund. So again, 4 teams have been given the green light to develop an application. These are for multimillion-dollar infrastructure. 			

Topic	Summary	Action by Whom	Target Date	Status
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7. Vice-Faculty Affairs				
a. 2023-2024 FEC report - promotion and merit incrementation-	M. Gowrishankar presented:  Tenure & Promotion And Merit Incrementation Data.pdf			
b. GFC Update	   Report-to-BoG-from-GFC-2024-03-18.pdf Report-to-BoG-from-GFC-2024-04-29.pdf Report-to-BoG-from-GFC-2024-05-27.pdf			
8. Announcements	None			
Next Meeting	5:30pm Adjourned			
Approval Date:	September 17, 2024			

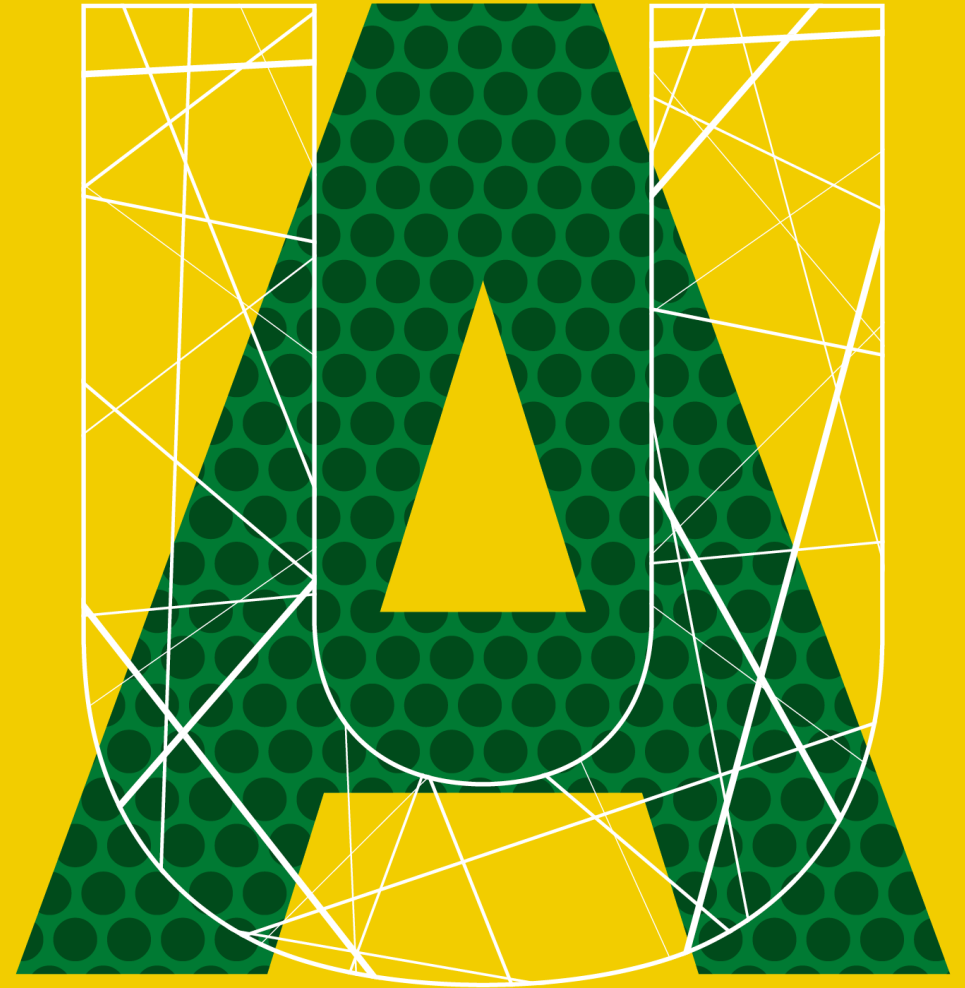
SOCIAL ACCOUNTABILITY UNIT

Kathryn Dong MD, MSc, FRCPC, DRCPSC
Social Accountability Lead, FoMD

*Faculty Council
May 21, 2024*



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What is social accountability?



Being socially accountable means that we direct our education, research and service activities towards addressing the priority health concerns of the community, region, and/or nation that we have a mandate to serve.

Social Responsibility



Social Responsiveness



Social Accountability

outcomes are measured to ensure the desired impact on health service delivery and population health are attained

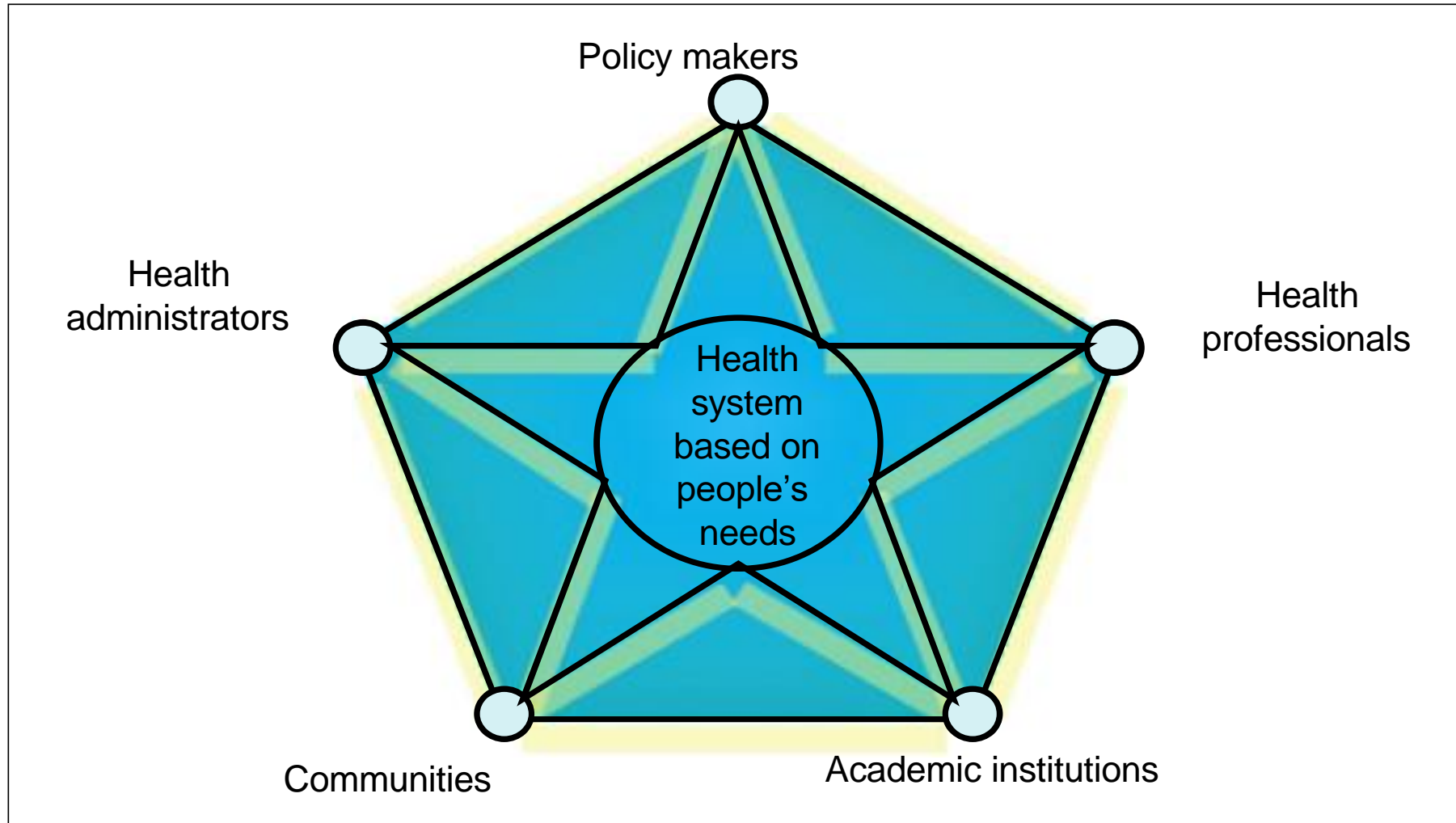


Figure 1: Relationship building partnership pentagram

Committee on Accreditation of Canadian Medical Schools

Element 1.1.1

“A medical school is committed to address the priority health concerns of the populations it has a responsibility to serve. The medical school’s social accountability is articulated in its mission statement; fulfilled in its educational program through admissions, curricular content, and types and locations of educational experiences; evidenced by specific outcome measures.”

Association of Canadian Faculties of Dentistry (ACFD)

Competency 5 – HEALTH PROMOTION: The responsible use of professional expertise and influence to advance the health and well-being of individual patients, communities and populations.

5.3 – “Respond to the oral health promotion needs of a community or population”

Commission on Dental Accreditation of Canada (CDAC)

- 2.3.9 Behavioural science content must be of sufficient scope and depth to prepare graduates to *manage **diverse** patient populations* and develop the communication skills required to function successfully in a multi-cultural work environment.
- 7.2.2 The program should *develop **functional** relationships with community programs and other institutional healthcare and long-term care facilities* to educate students in the promotion of oral health and the provision of dental care.

Social Accountability in the FoMD

- Long history of being socially accountable
- Social Accountability Task Group was established in 2021 to develop an updated framework for social accountability within the FoMD
 - 12 focus groups with external stakeholders occurred between December 2021 – February 2022
 - Input was also sought from undergraduate students, graduate students and postgraduate medical trainees
 - Recommendations were further refined with input from key internal stakeholders

Key Recommendations

1. The development of a **Social Accountability Unit** to support and coordinate FoMD activities related to social accountability.
2. The identification of a **Social Accountability Lead** with direct reporting to the Dean.
3. Access to **dedicated administrative and project management support** to ensure seamless collaboration.
4. Given the need to integrate social accountability into all aspects of the FoMD's work, a **new or standalone structure** is warranted.

Social Accountability Steering Committee

- Currently consists of appointed members
- Has been meeting monthly since April 2023
- Initial areas of focus include:
 - Learning about ongoing work in the FoMD in rural and regional health, Indigenous Health and Black Health
 - Drafting policies and procedures for community engagement and adding non-appointed members to the committee
 - Developing communication strategies and plans
 - Working with Association of Faculties of Medicine of Canada (AFMC) Social Accountability Network to understand the current national landscape

Committee Members

- Social Accountability Lead, FoMD
- Social Accountability Lead, UME
- Black Health Lead, UME
- Executive Director, Wâpanachakos Indigenous Health Program
- Clinician Lead, Education, Wâpanachakos Indigenous Health Program
- Director, Office of Rural and Regional Health
- Research Representative
- VP Community Engagement, MSA
- VP EDI, MSA
- School of Dentistry Representative
- Assistant Dean, EDI, FoMD
- Director of EDI, PGME
- Assistant Dean, Development
- Graduate student [to be added]
- PGME trainee [2, to be added]

Welcome to Nwanneka Joseph,
Social Accountability Coordinator!



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Towards Unity for Health Network Social Accountability Fellowship


- Dr. Minn Yoon
- Dr. Katherine Smith
- Dr. Kathryn Dong

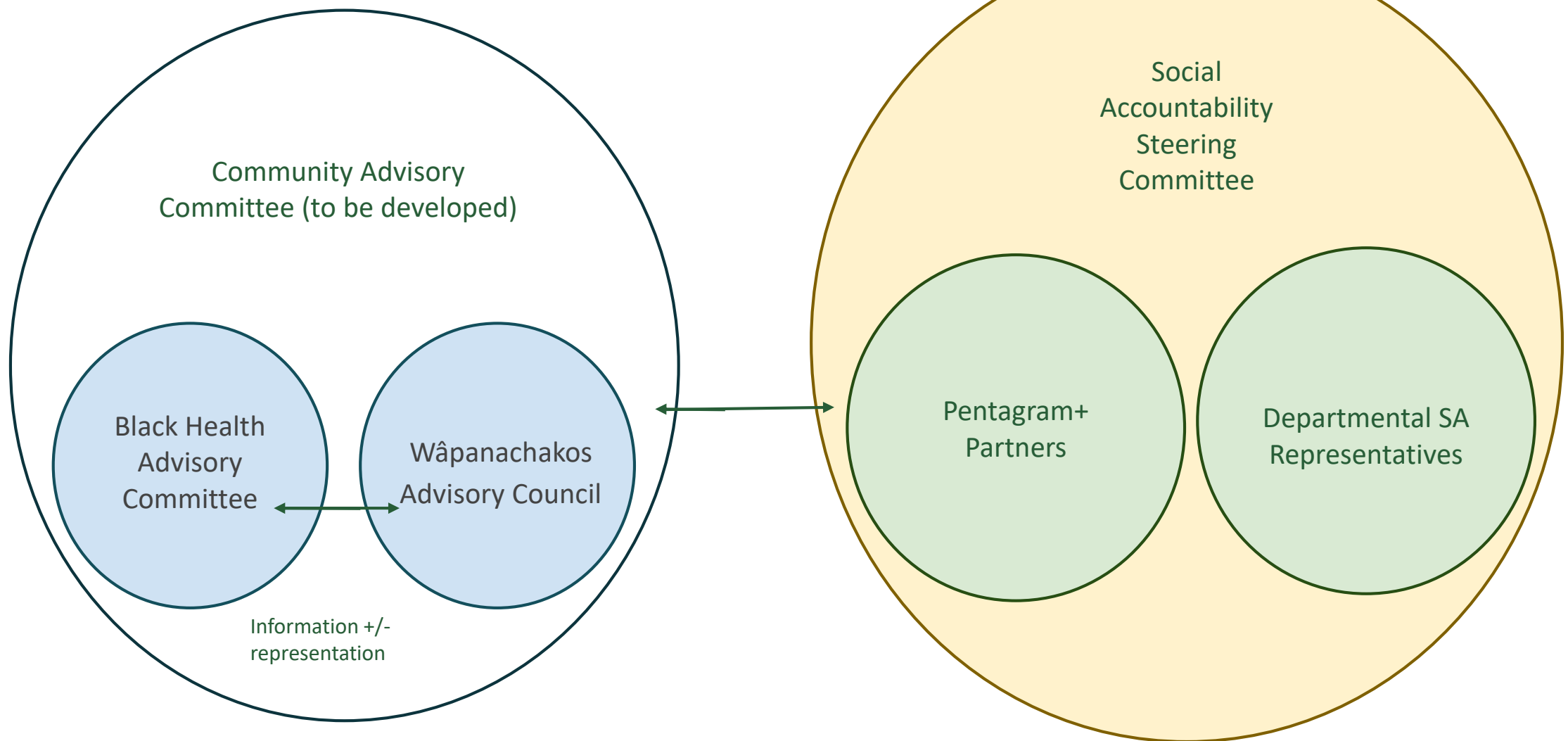
November 2023 – July
2024

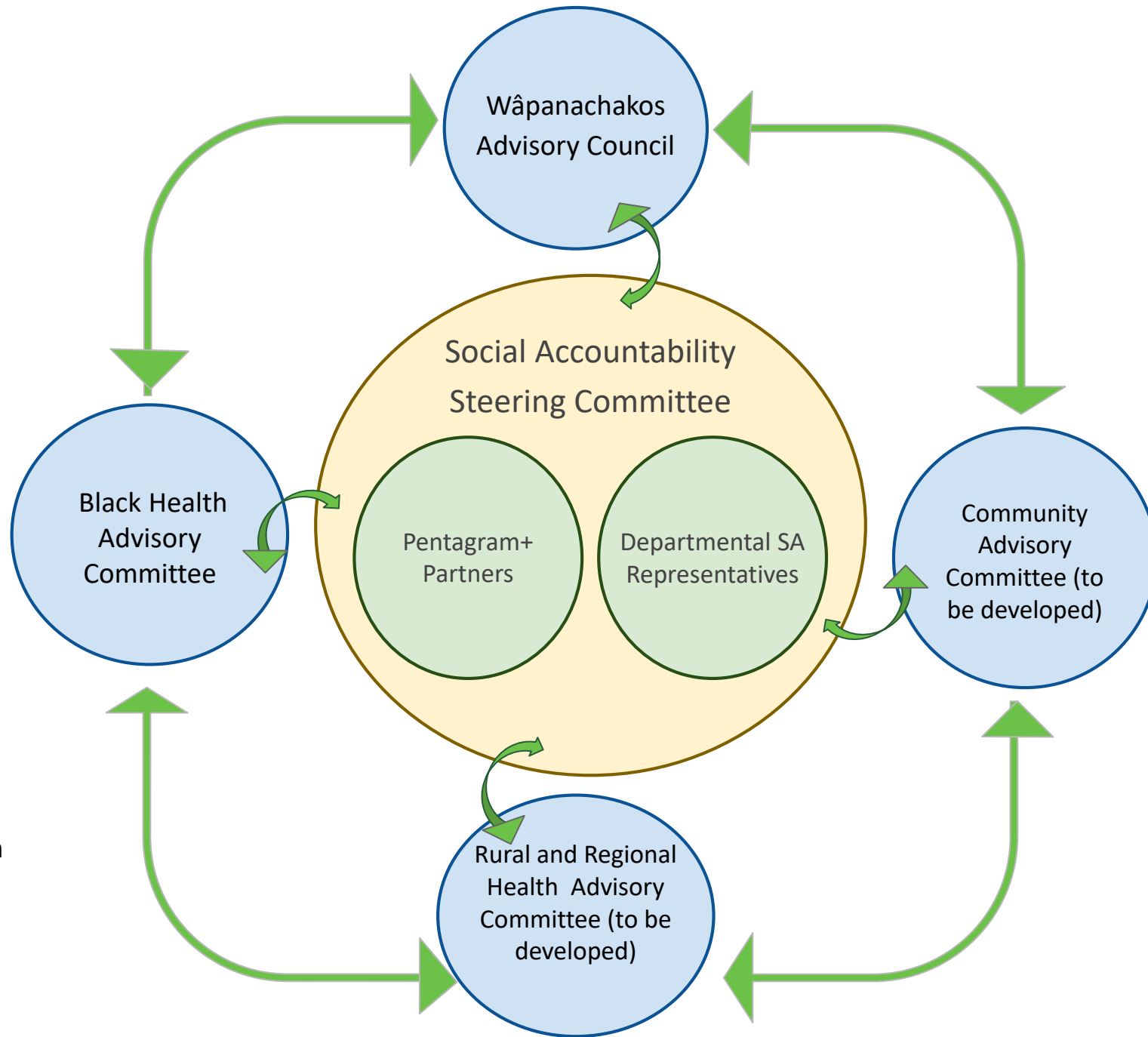


Community Consultation Process – in devt

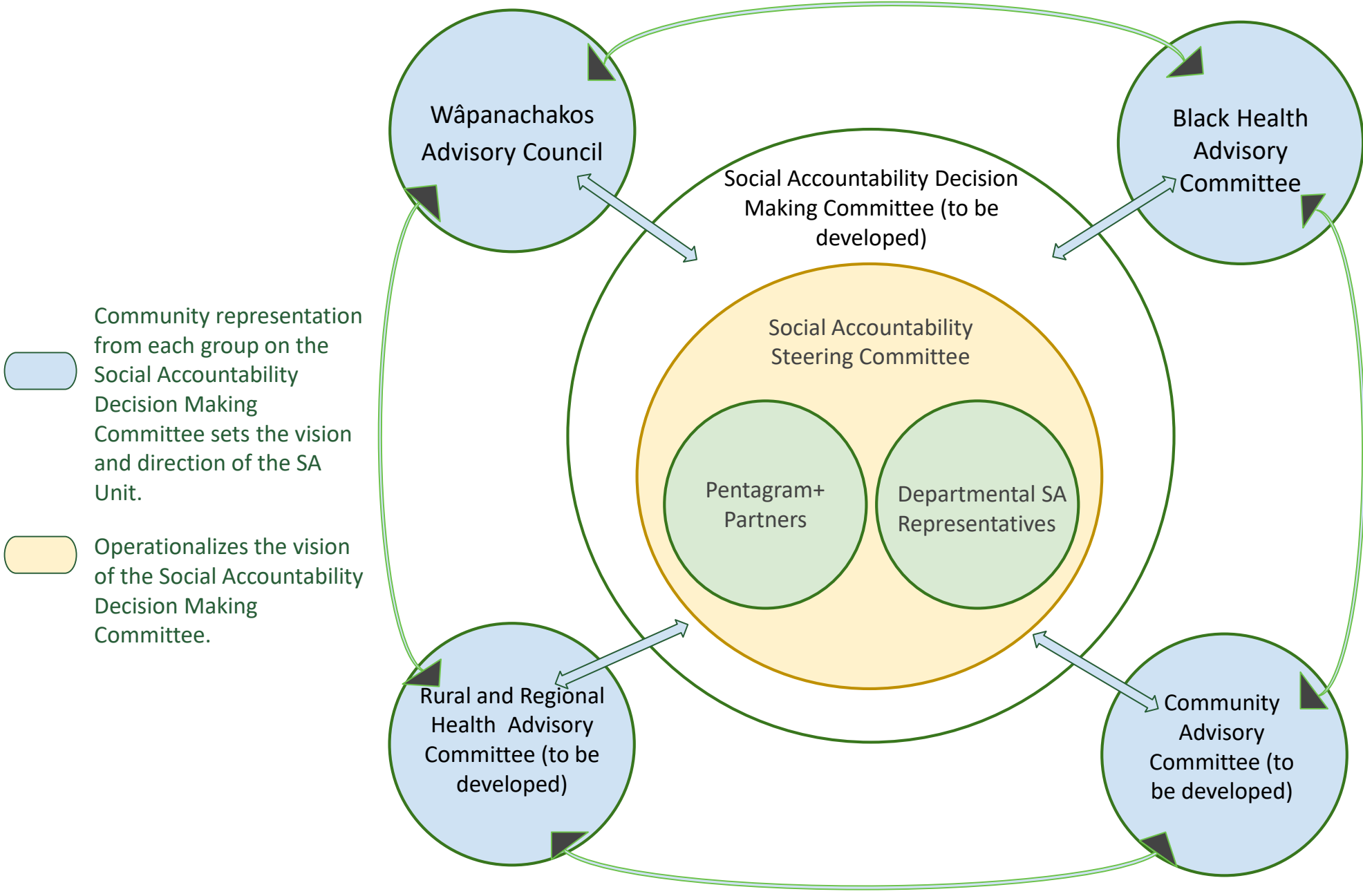
- Outline a clear and transparent process for the Social Accountability Unit when engaging with communities
- Guidance includes considerations in the following domains:
 - Planning
 - Development of engagement materials
 - Implementation
 - Analysis and reporting
 - Record keeping
 - Evaluation
 - Compensation

 Incorporates feedback from Community Advisory Committee, has decision making authority for SA Unit





Provides 2 way communication on key issues. e.g. information and guidance.



Community representation from each group on the Social Accountability Decision Making Committee sets the vision and direction of the SA Unit.

Operationalizes the vision of the Social Accountability Decision Making Committee.

How can a Social Accountability Unit have the most impact?

1. Create a process to collect community input and get it to decision making tables
2. Compile key messages from existing community consultation for broad distribution
3. Remove system and structural barriers
4. Create linkages between those delivering socially accountable interventions and research infrastructure
5. Support system navigation and capacity building
6. Visible internal and external support

How can a Social Accountability Unit have the most impact?

7. Resource development and funding - pre-grant relationship building, program development
8. Development of FoMD wide initiatives, when appropriate, and in consultation with program leads
9. Process for communities and community members to identify priorities in education and research
10. Regular self-evaluation for outcomes and impact
11. Increase transparency by publicly reporting on key benchmarks

Leading with Purpose.



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Northern Alberta Medical Program (NAMP)

Regional Campus Development

We are expanding our medical school:

- Previously 162 students per year
- Increasing by 30 students
- Regional campus in Grande Prairie in partnership with Northwestern Polytechnic
- Includes expansion of postgraduate medical education (residency) and the AMHSP





“We will work with communities across Alberta for clinical placements as part of this program, including Fort McMurray, Red Deer and Peace River, to name but a few.”

*-Dr. Brenda Hemmelgarn,
Dean & Vice-Provost
College of Health Sciences*

Northern Alberta Medical Program

- Partnership between University of Alberta + Northwestern Polytechnic to develop a distributed medical education campus for the north
- Provincial government funding secured to support infrastructure, a teaching clinic, and faculty and clinical partnerships
- Goal to train 30 medical students in northern Alberta each year beginning in 2025
- Focus on recruiting, training, and retaining rural physicians

How We Got Here

- Mandate letter from GoA
- Public Announcement
- Consultations in the north
- Prince George
- Admissions/ Calendar changes
- Site Visits in Grande Prairie, Beaverlodge, Spirit River, Peace River and High Prairie
- Detailed Budget submitted
- GoA Announcement
- MOU signing in Grande Prairie



Student Growth Projections

Year	2023	2024	2025	2026	2027	2028	Ongoing
1	10	20	30	30	30	30	30
2		10	20	30	30	30	30
3			10	20	30	30	30
4				10	20	30	30



Edmonton

Northern Alberta Medical Program



Expansion Budget

- MD student seats (total 30 overall)
- PGME (total 36)
- AIMG (15)
- AMHSP (36, 42)
- Distributed medical education program
- Teaching clinic



Current Focus



- Explore rural preceptor expansion capacity (UG & PG)
- Stabilize the family medicine teaching unit in Grande Prairie
- Further establish collaborative planning and governance
- Rural pathways for learners/admissions
- Infrastructure and institutional capacity
- Implementation Committee & Working Groups



Regional Campus Implementation Committee

Regional Campus Implementation Committee Defining the Working Groups

Governance

- Develop Org Chart
- Define working relationships
- Establish culture

Admissions

- Rural admissions pathway
- Calendar changes
- Indigenous admissions

Operations

- Budget organization and accountability
- IT solutions
- Facility agreements
- Funding Models
- Learning Spaces

Faculty Recruitment and Development

- Recruitment Strategy
- Recruitment Campaign
- Map Preceptor resources
- plan / deliver Fac Dev
- Assess teaching/learning environment

Indigenous Community Relations

- Community Engagement
- Gov't Relations
- Marketing
- Newsletter?

Curriculum Implementation

- Map UME Curriculum delivery in the Grande Prairie context
- Assessment of Learning
- Accreditation Standards

Communications and Public Relations Strategy

- PR Strategy
- Build Relationships
- Onboard Coordination
- Grant applications
- Early Implementation Research

Research

- Develop Strategy
- Build Relationships
- Onboard Coordination
- Grant applications
- Early Implementation Research

Student Affairs

- Orientation
- Housing
- Wellness workflows
- Counseling
- Career Planning
- CaRMS Prep

Academics

- Monitoring student progress
- Accommodations and remediation
- Coordination between undergrad and postgrad education considering overlap of educational environment.

Areas of work not assigned to sub-working groups:

- Program evaluation
- Affiliation Agreements (occurring already)
- Clerkship expansion (occurring already in UME)
- Faculty Evaluation / Assessment of Teaching

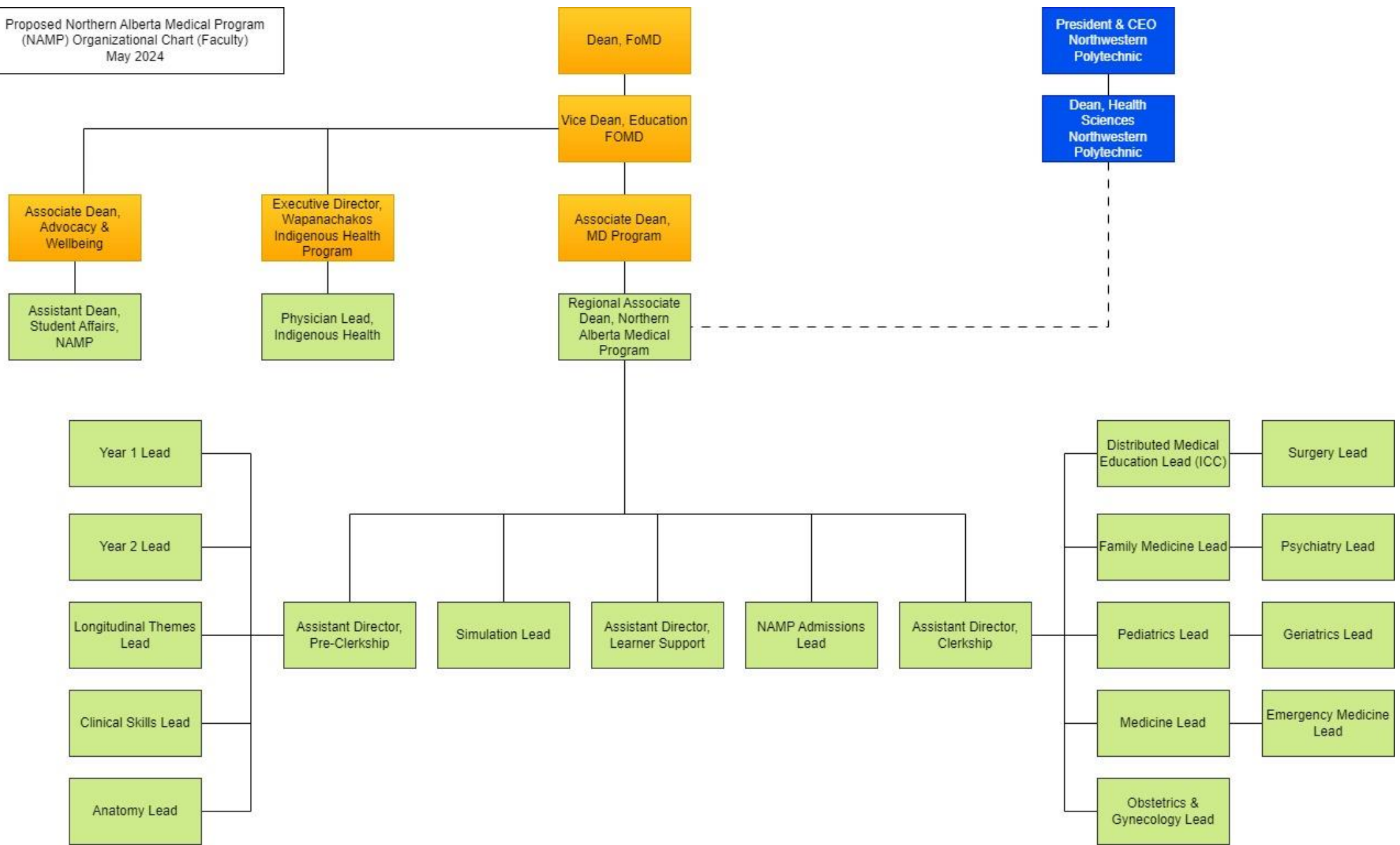
Pentagram Membership for sub-working groups:

- 1) Communities
- 2) Indigenous Partners
- 3) Policy Makers
- 4) Health Professionals
- 5) Health Administrators
- 6) Academic Institutions

CCPH Principles of Partnership:

- Shared Mission, Value, Goals
- Mutual trust, respect, commitment
- Builds on strengths, addresses weaknesses
- Balances power
- Clear communication with mechanisms for feedback
- Roles, norms, processes established with shared input
- All partners share the credit for success
- Partnerships take time to develop and change over time.

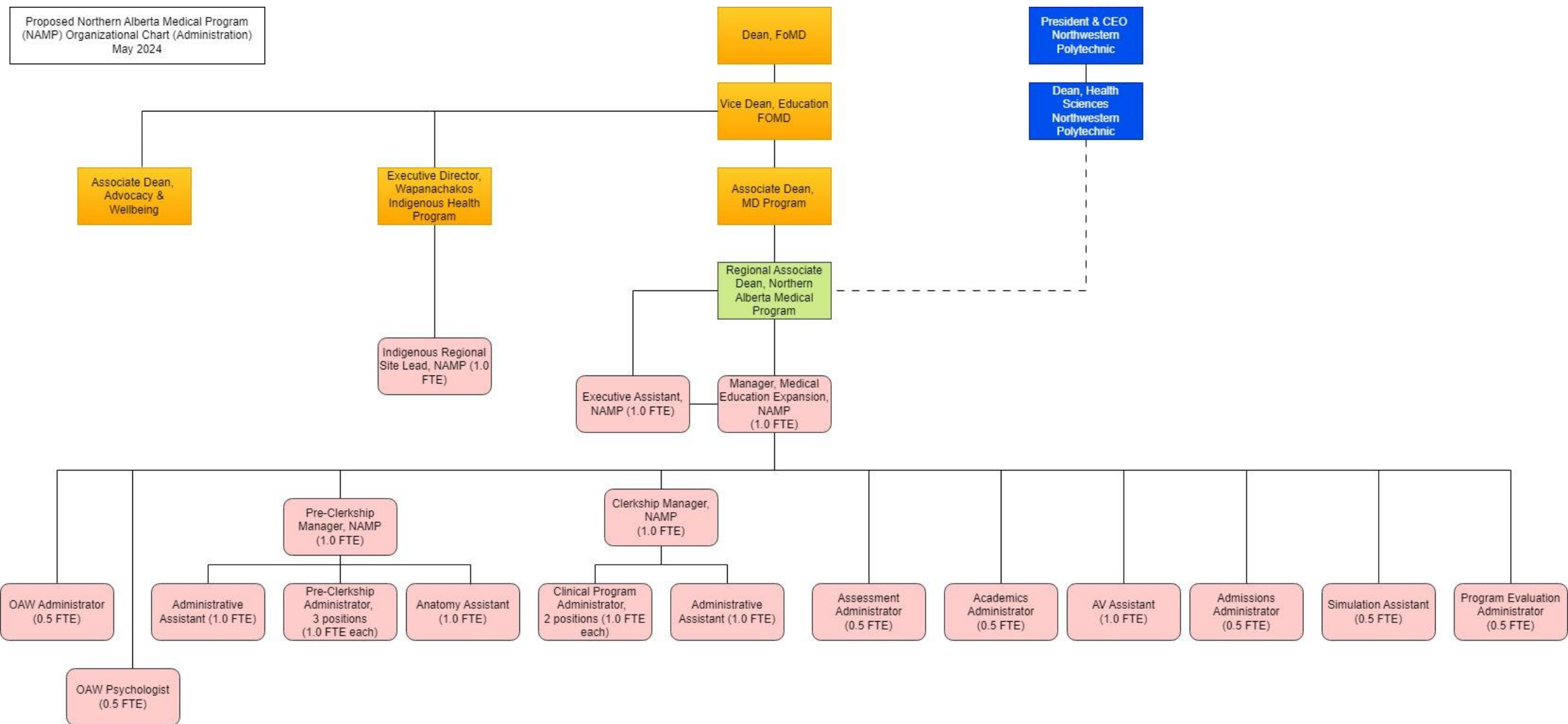
Proposed Northern Alberta Medical Program
(NAMP) Organizational Chart (Faculty)
May 2024



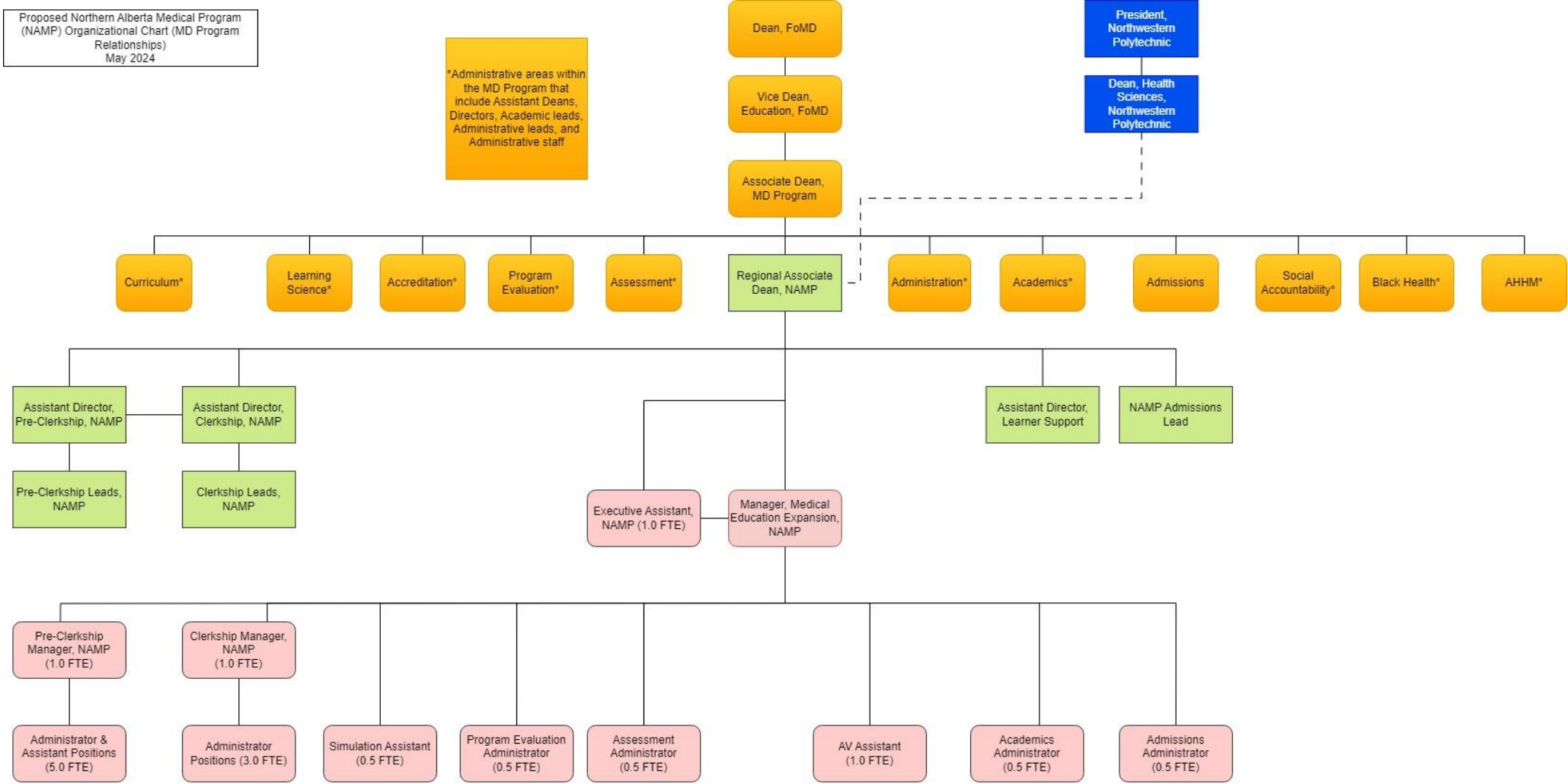
Organizational Structure (Faculty)

Organizational Structure (Administration)

Proposed Northern Alberta Medical Program (NAMP) Organizational Chart (Administration)
May 2024



*Administrative areas within the MD Program that include Assistant Deans, Directors, Academic leads, Administrative leads, and Administrative staff



Organizational Structure – MD Program Relationships



Next Steps

- Stabilize, support, and grow the rural physician preceptors team
- Hire academic lead in the north
- Program design and delivery – rural generalism
- Address system-level issues related to physician workforce planning, compensation, and function within government healthcare reform



TENURE & PROMOTION AND MERIT INCREMENTATION DATA

Manjula Gowrishankar
Acting Associate Dean Faculty Development
Faculty Council
May 21, 2024, via Zoom



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Tenure & Promotion: 43 members

	Associate Prof	Full Prof	FSO	ATS	Total
Female	10	10			20
Male	8	9			17
Total	18	19	2	4	43
SC	3	3			

All Successful

Members Evaluated at FEC for Merit: Past 2 cycles

	2021 – 2022	2022 – 2023	2022-2023: Females	2022-2023: Males
Total	778	747		
Assistant	133	131	64	66
Associate	254	246	102	142
Full	335	315	105	209
FSO	37	36	21	15
ATS	19	19	12	7

Collective agreement A6.10 - 0 merit increment

Merit	Definition	Number
0A	that performance requirements for Incrementation have been met but the maximum for rank has been reached	Assoc Prof=46, FSO=36, ATS=6
0B	that performance requirements for Incrementation have not been met	0
0C	that academic performance while on authorized leave could not be properly evaluated	0
0D	that academic performance is unsatisfactory and unacceptable	0

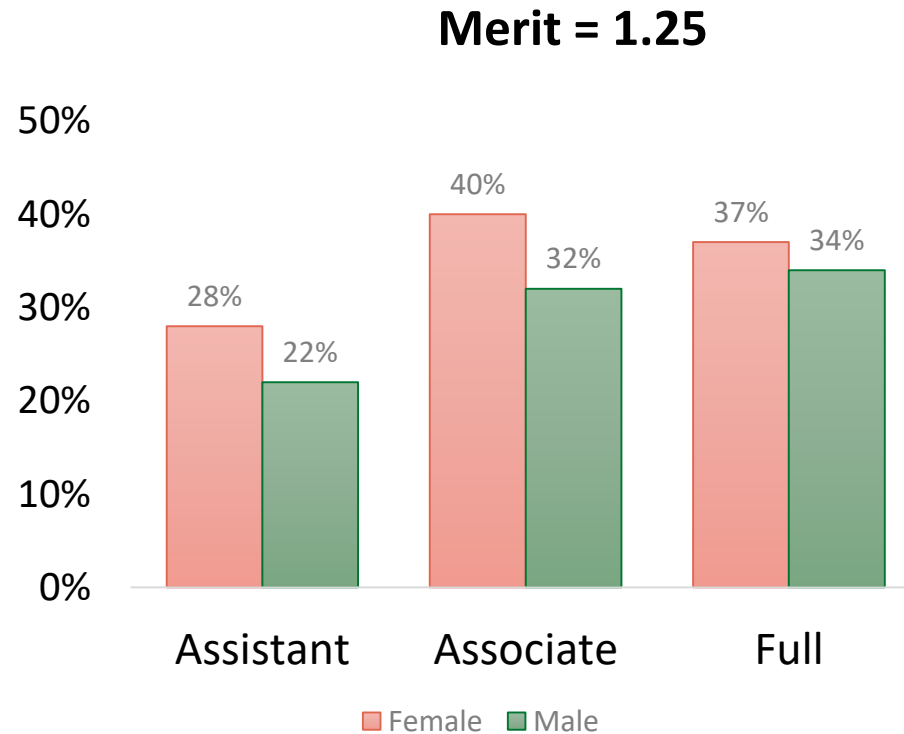
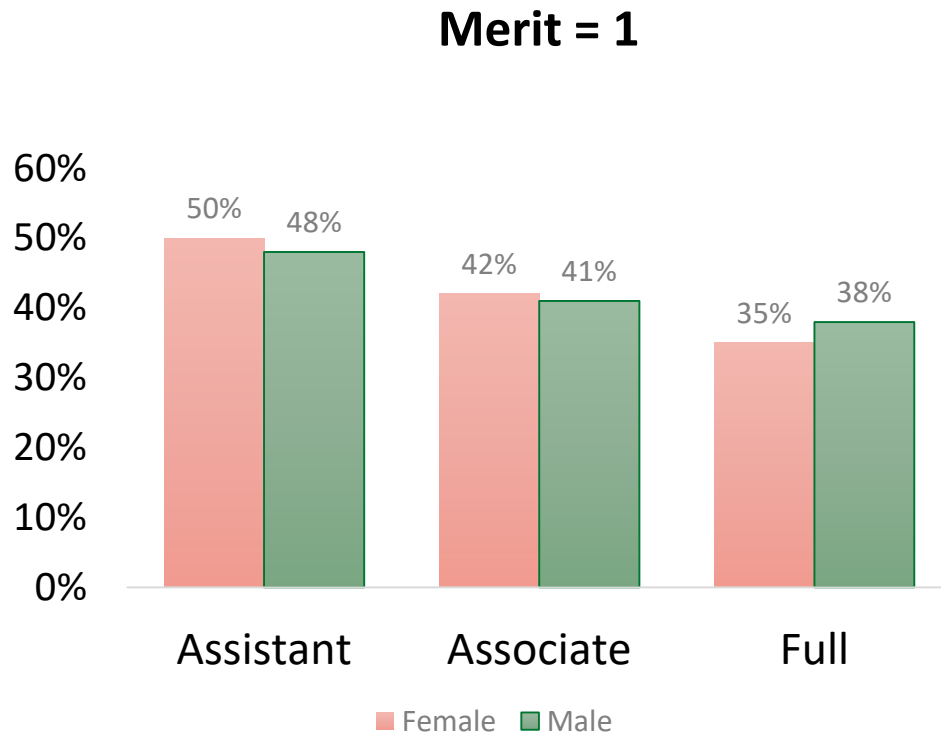
0A Merit: Past 2 cycles

	2021 – 2022	2022 – 2023	2022-2023 Female, Male
Associate	40 (15%)	46 (18%)	18%, 19%
FSO	20 (54%)	36 (61%)	57%, 66%
ATS	7 (37%)	6 (31%)	

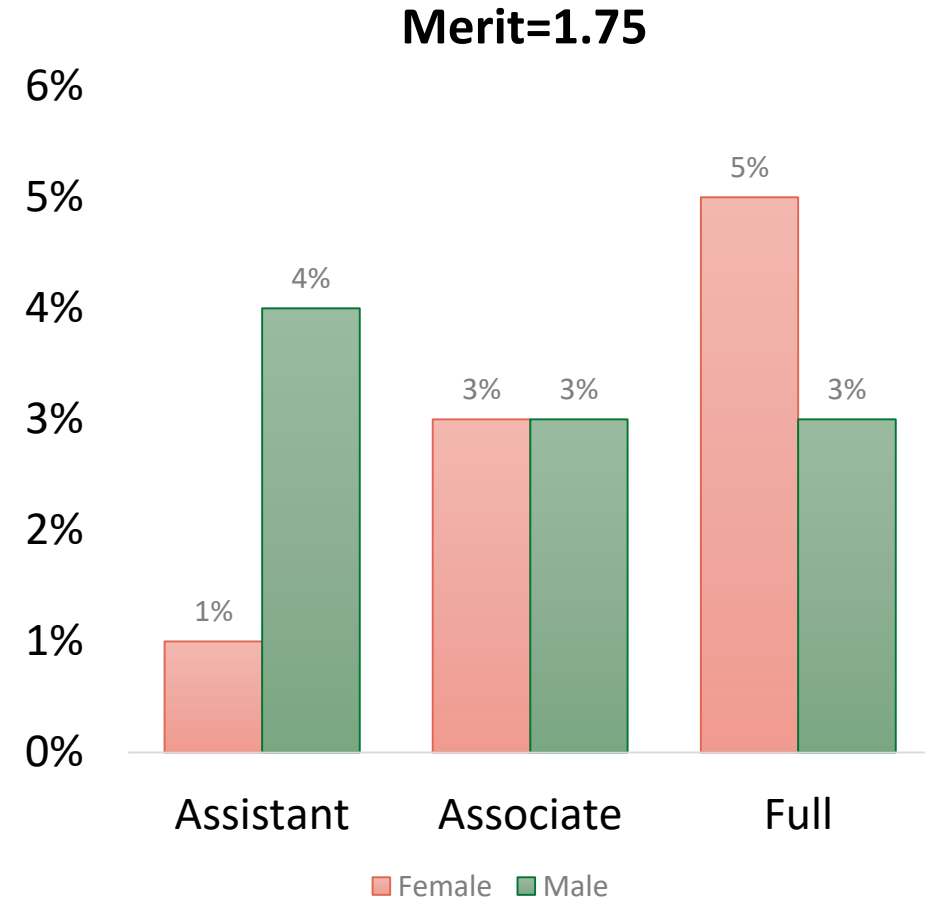
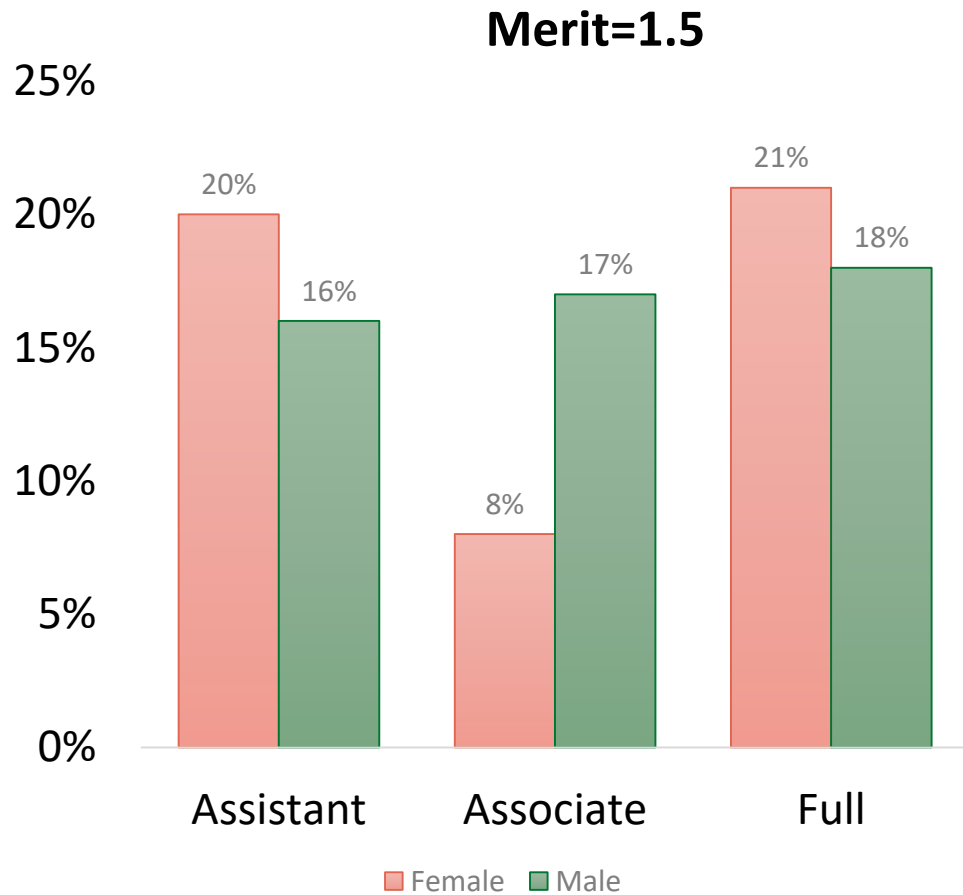
Non 0 Merit: Past 2 cycles

Merit	2021 – 2022 N=711	2022 – 2023 N=659
	N (%)	N (%)
0.5	6 (0.8%)	4 (0.6%)
0.75	22 (3.1%)	15 (2.3%)
1.0	272 (38.2%)	276 (41.8%)
1.25	259 (36.4%)	229 (34.7%)
1.5	106 (14.9%)	113 (17.1%)
1.75	32 (4.5%)	21 (3.1%)
2.0	8 (1.1%)	8 (1.2%)

Merit details: Rank and Gender



Merit details: Rank and Gender





Date: Monday, March 18, 2024

Location: Council Chamber, 2-100 University Hall

Time: 2:00 PM - 4:00 PM

Opening Session

The Chair commenced the meeting by acknowledging the Treaty 6 territory and expressing respect for the indigenous communities.

Approval of the Agenda

The Chair informed the council of a request to amend the minutes, leading to a decision to defer approval until the April 29th meeting.

Comments from the Chair

President Bill Flanagan provided updates on various matters, including the appointment of Nizar Somji as the new Chancellor and recent Dean appointments.

Consent Agenda

New members of GFC were approved to serve from July 1, 2024, to June 30, 2029.

Discussion Items

Question Period

No questions were raised during this session.

Fiscal Year 2024-25 Budget Update

Todd Gilchrist presented an overview of the budget, addressing topics such as grants, funding allocations, and projected deficits. Members queried spending plans and the proportion of funds allocated to faculties.

Policy Development Policy

Brad Hamdon discussed proposed changes to the Policy Framework, aiming to redefine policies and streamline the development process. Members sought clarification on implementation and policy initiation procedures.

Proposed Revisions to GFC Committee Terms of Reference

Ryan Dunch presented proposed revisions to the Committee on the Learning Environment (CLE) and Programs Committee (PC) terms of reference. Members provided feedback and raised concerns regarding committee composition and decision-making processes.

Information Reports

Reports from various committees, including the GFC Executive Committee and the Academic Planning Committee, were noted.

Closing Session

The meeting adjourned with the next session scheduled for April 29, 2024.

Attendees

A comprehensive list of attendees and regrets was provided, acknowledging the presence of governance staff who facilitated the meeting.

These minutes encapsulate the discussions and decisions made during the General Faculties Council meeting on March 18, 2024.



Date: Monday, April 29, 2024

Location: Council Chamber, 2-100 University Hall

Time: 2:00 PM - 4:00 PM

Opening Session

The meeting commenced with the Vice-chair acknowledging the territory and chairing the session in President Flanagan's absence. It was also noted that this was the last meeting for student members for the academic year 2023-24.

Approval of the Agenda

The Vice-chair outlined a motion to add a GFC Motion on Bill 18 to the agenda, which was subsequently approved by the council.

Comments from the Chair

Vice-Chair Verna Yiu provided updates on the President's Review Committee, with a focus on the membership and progress of the committee. President Flanagan provided remarks on Bill 18 and its potential impact on the university's federal funding agreements.

Consent Agenda

Approval was granted for the Open Session Minutes of February 26 and March 18, 2024, as well as the addition of new GFC members and proposed changes to Academic Standing Regulations for Graduate Students.

Action Items

GFC Motion on Bill 18

President of the AASUA, Gordon Swaters, presented a motion regarding Bill 18, with discussions centering on the potential impacts of the legislation and support for the motion.

Student Academic Integrity Policy Suite

Ravina Sanghera introduced the proposed Student Academic Integrity Policy Suite, with unanimous approval from the council.

Exam Rescheduling Procedure

Norma Rodenburg outlined the proposed Exam Rescheduling Procedure, addressing concerns and queries from members regarding implementation and accommodations for students.

Proposed Revisions to Committee Terms of Reference

Ryan Dunch presented proposed revisions to the GFC Academic Planning Committee, Committee on the Learning Environment, and Programs Committee terms of reference, which were approved by the council.

Discussion Items

Question Period

Vice-Chair Verna Yiu facilitated a question period, addressing inquiries on Uniforum data and the University's administrative restructuring.

Service on University of Alberta Senate

Chancellor Peggy Garritty discussed opportunities for GFC members to serve on the University of Alberta Senate.

People Strategy Consultation Draft

Vice-Chair Verna Yiu and Todd Gilchrist presented the People Strategy Consultation Draft, receiving feedback from members on various aspects of the plan.

Information Reports

Reports from various committees and the Board of Governors were noted.

Closing Session

The meeting concluded with the announcement of the next session scheduled for May 27, 2024.

These minutes encapsulate the discussions and decisions made during the General Faculties Council meeting on April 29, 2024.



Date: Monday, May 27, 2024

Location: Council Chamber, 2-100 University Hall

Time: 2:00 PM - 3:20 PM

Opening Session

The meeting commenced with the Chair acknowledging the territory and welcoming new student members. Members were invited to test the voting tool.

Approval of the Agenda

The Chair directed members' attention to a Notice of Motion related to modifying the agenda. G. Swaters proposed an amendment, which was approved, and the agenda was subsequently approved.

Report from the President

President Bill Flanagan addressed the council, expressing regret for recent events and outlining future intentions, including ongoing conversations and the formation of a working group. Board Chair K. Chisholm also spoke, emphasizing support for Freedom of Expression and the need for campus safety.

Consent Agenda

Various items, including approval of open session minutes and new GFC members, were approved.

Discussion Items

Question Period

President Flanagan fielded questions and comments from members on various topics, including the independent investigation, community consultations, and the University's stance on recent events.

Action Items

GFC Motion for Independent Investigation

Gordon Swaters presented a motion for a thorough third-party independent investigation into recent events. After amendments, the motion was passed.

University Policy Development Oversight

The Policy Development Policy was recommended for approval.

Discussion Items (continued)

The People Strategy

Discussion was paused in light of recent events, with assurance of continued implementation.

Integrated EDI Action Plan - What We Heard

Feedback from consultation processes was presented, with members inquiring about further engagement opportunities.

Space Management Policy Revisions

Concerns and questions were raised regarding committee composition, disability accommodations, and accountability.

UniForum Service Effectiveness Survey Results

Survey results were presented, with no further questions.

Information Reports

Reports from various committees were noted.

Closing Session

The meeting was adjourned, with the next session scheduled for September 23, 2024.

Attendees

A comprehensive list of attendees and regrets was provided, along with acknowledgment of governance staff.

This report encapsulates the key discussions and decisions made during the General Faculties Council meeting on May 27, 2024.