






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 :	November 28, 2023
		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: September 19, 2023 MOVED by A. Simmonds and SECONDED by E. Ing to approve the minutes as circulated. ALL IN FAVOUR. CARRIED.		
Meeting Attachments:	All attachments provided via email November 7, 2023		

Topic	Summary	Action by whom	Target Date	Status
1. United Way Campaign	B. Kent attended and provided an update on this year's United Way Campaign. https://vimeo.com/753048553			
2. Dean's Report	Dr. B. Hemmelgarn provided update: <ul style="list-style-type: none"> Leadership update – thanked Dr. D. Kunimoto for his 2 plus terms and Dr. S. Forgie has been appointed as the new Vice-Dean Faculty Affairs – February 1, 2023. Vice Dean Research – Clinical – Dr. L. Richer will be stepping down in January 2024 – Associate Dean Research for the College of Health Sciences. Announcement in the coming weeks. FEC Promotion and Tenure held last week. Incredible applicants and contributions – congratulations to all. Engagement Survey – results were released last week. Clear areas for improvement and commitment by leadership for improvement. Impact Report – will be released in February 2024 and will be retroactive – going forward there will be annual reports. Shared will be internal and external. Medical School Expansion – Dr. Schipper will be providing update. AMHSP Expansion planning is in process. 			
3. Undergraduate course: Intro to the health professions - joint offering by College of Health Sciences	Dr. P. Manns presented: <div style="text-align: center; margin: 10px 0;">  1. BSc Health Sciences - Update at </div> <ul style="list-style-type: none"> For further information contact: Fatima Mraiche - mraiche1@ualberta.ca 			
4. New Faculty Welcome	Dr. B. Hemmelgarn welcomed new Faculty.			
5. Deputy Dean Report	Dr. T. Stelfox provided update: <ul style="list-style-type: none"> Research Institute Boards – in the process of reconvening the meetings – goal to get all meetings completed early 2024. Institute Director Searches – 2 searches – in the process of launching search in 2024. 			

Topic	Summary	Action by Whom	Target Date	Status
	<ul style="list-style-type: none"> Candidacy CFAR has partnered with the U of A – searches in process – CFAR Chairs. 			
6. Vice Dean Education				
a. Grande Prairie Expansion	Dr. Rolfson presented:  Grande Prairie Expansion.pdf			
b. Admissions Update and Changes to Rural Admissions	Dr. Stovel presented:  MD Admissions Update.pdf			
7. 9. Vice-Dean Research				
a. Update	Dr. Lehner provided update:  Faculty Council_CHR_Nov21			
8. Vice-Faculty Affairs				
a. Update	Dr. D. Kunimoto provided update: <ul style="list-style-type: none"> Chair Searches & Reviews - Laboratory Medicine & Pathology – Chair Search – In process 			
b. Review FEC Process	Update provided:  FEC Process .pdf			
c. GFC Update	<ul style="list-style-type: none"> No update provided. 			
9. Announcements	None			
Next Meeting	5:34pm Adjourned			
Approval Date:	March 26, 2024			



BSc Health Sciences

Update and Next Steps -
November 2023 Update



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BSc Health Sciences

Why?

Proposed program components

Development Principles

Foundational 3-credit Course

Timelines & approvals

Why BSc Health Sciences

- Training to align and support health system improvement/change
 - Focus on intersections between individual health, population health, and systems that support health
 - Health equity and preventative health strategies are central
 - Team based collaborative care, optimized scopes of practices
 - Interdisciplinary
- Increase access for students interested in Health, including partnering with rural institutions (e.g., Grand Prairie, Camrose)
- Demand for undergraduate programming in Health
- Program purpose built to support multi-modal educational opportunities for students



Pathways with BSc Health Sciences:

- Four main pathways include:
 - Health professional programs
 - Research graduate programs
 - Careers in health technology/analysis, data sciences
 - Careers in public health, health policy



DRAFT: Program Content (3 streams)

Human Health

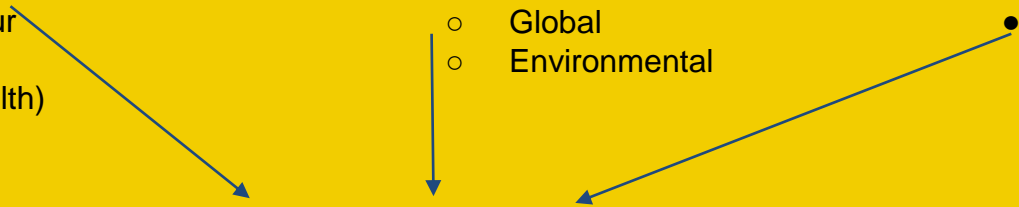
- Body and mind - the basics (anatomy, physiology, etc)
- Biological/Physical determinants of health
- Human behaviour (including preventative health)

Population Health

- Beyond biological - what determines the health of populations?
 - Social determinants of health
 - Global
 - Environmental

Systems to Support Health

- Health care systems
- Technology and health (AI etc)
- Health data analysis
- Health profession regulation
- Health policy



Intersections

- Health equity
 - Relationship focused actions
- Collaboration for Impact (e.g., Team based care and IPE)
 - Communication & Leadership
 - Experiential learning
 - Roles in Health
- Evidence Based Decision Making

DRAFT

DRAFT

Program Development Principles

- Use existing courses, where possible, ensuring a cohesive/ coherent identity
- Collaboration in program design and delivery - may include program prerequisites or programming that supports/aligns with professional or graduate programs
- Commit to a program that is accessible and inclusive of diverse stakeholders including learners, instructors, and community partners.
 - Offer multi-modal learning opportunities (asynchronous, hybrid, and in person) that allows students flexibility.
 - Use admission practices and retention strategies that support the inclusion of students with diverse backgrounds
- Build on UA research strengths in program design, and provide experiential learning opportunities to include students in research activities



Student Demand and UAlberta Capacity

Demand - Examples of Applicant Numbers

- 1200-1500 applications, 120 admitted (UCalgary in 2022)
- 5323 applications, 250 admitted (Queen's in 2023)
- 4700 applications, 385 admitted (Western in 2023)

Capacity at UAlberta (2023 numbers from PAIR)

- Science 10774 applications, 4697 admitted (44%)
- Arts 5090 applications, 3284 admitted (65%)
- KSR 1217 applications, 587 admitted (48%)



Roles in Health (Foundational Online 3-Credit Course)

- Foundational course to:
 - Introduce undergraduate students to the health system
 - Understand roles in the health setting, and particularly to careers in health offered at UAlberta
 - Expose students to pathways in health and the health professions
 - To be developed as a fully online asynchronous course
- 1st delivery possible in Fall 2024 if through governance

This course will be a foundational course in a future BSc Health Sciences. Offering the course in Fall 2024 allows us to gauge student demand.



Timelines/Approvals

Foundational 3-credit Course

- Provide information at Faculty Councils (2023-24)
- Foundational course through governance (early 2024),
- Course Development (January to June 2024)
- 1st offering of foundational course (Fall 2024)



Timelines/Approvals

BSc Health Sciences

- Consultations with CHS representatives, and across UAlberta (2022-23)
- Working group established with representation across the College of Health Sciences (Fall 2023)
- Proposal Development (2024)



MD Admissions Update

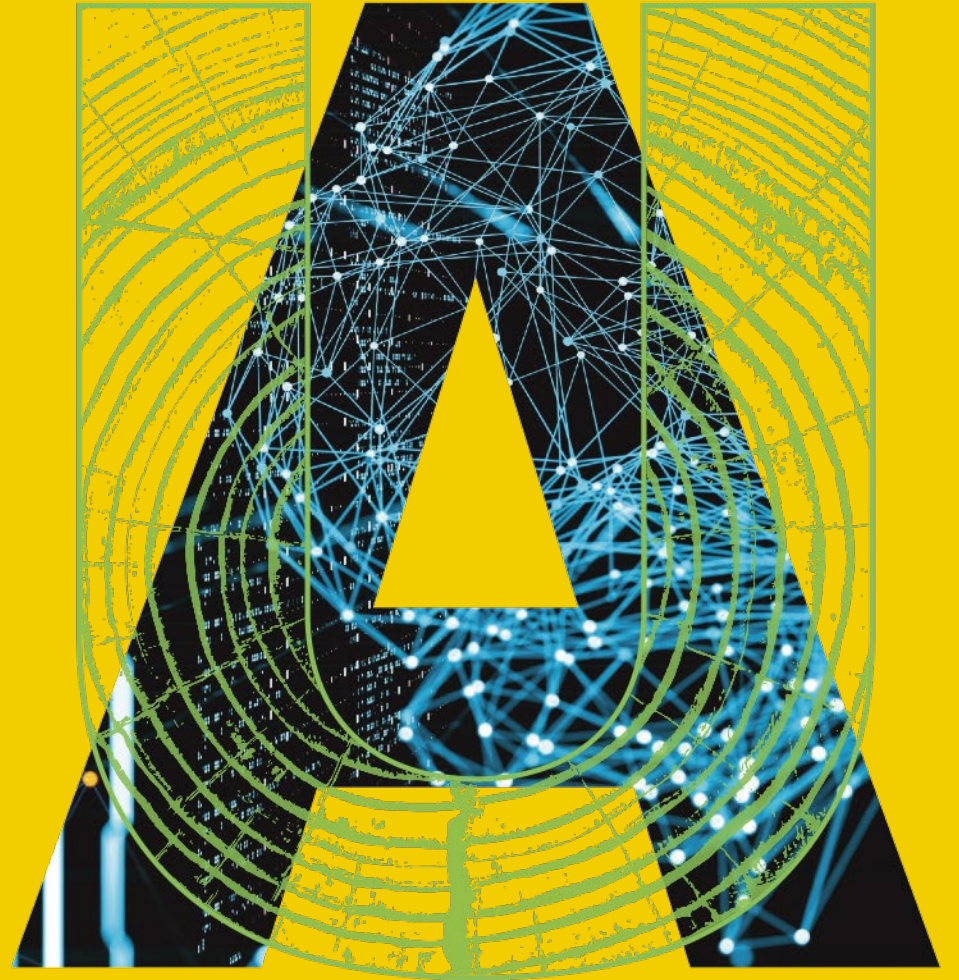
Laura Stovel MD, FRCPC

Assistant Dean, Admissions, MD Program

November, 2023



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558 Candidates
369 Interviewers
157 Volunteers
13 Staff

MD Admission Interviews: March 18-19, 2023

All interviews successfully completed via Zoom video-conferencing

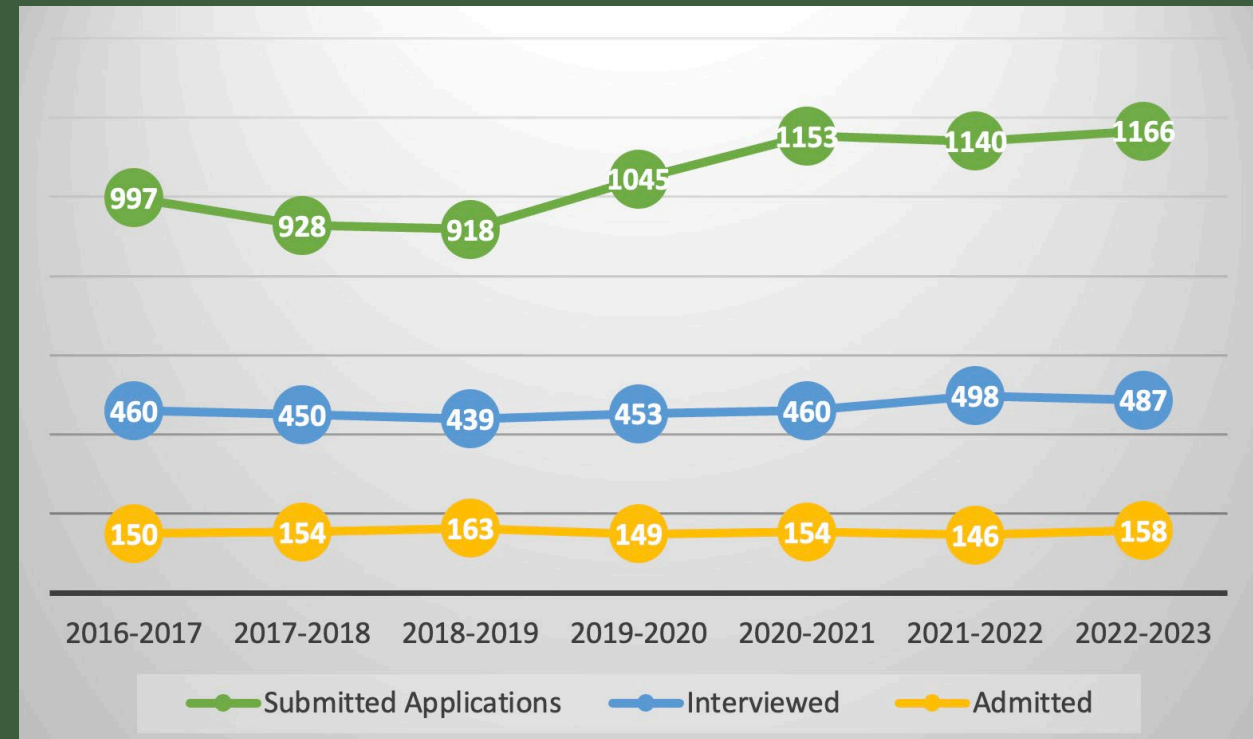
Planning to move to Kira Talent for March 16-17, 2024

lstovel@ualberta.ca

MD Admissions Streams

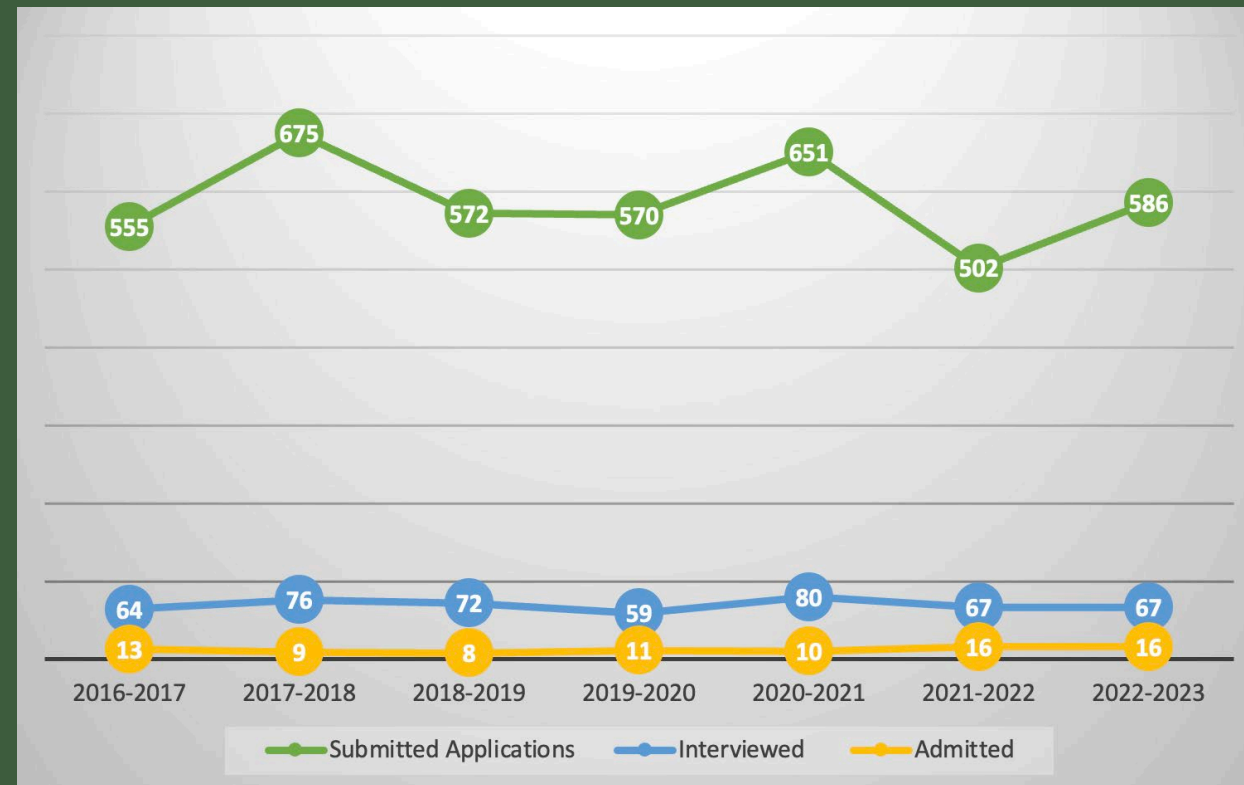
Albertan Applicants

Application Year	Submitted Applications	Interviewed	Admitted
2016-2017	997	460	150
2017-2018	928	450	154
2018-2019	918	439	163
2019-2020	1045	453	149
2020-2021	1153	460	154
2021-2022	1140	498	146
2022-2023	1166	487	158



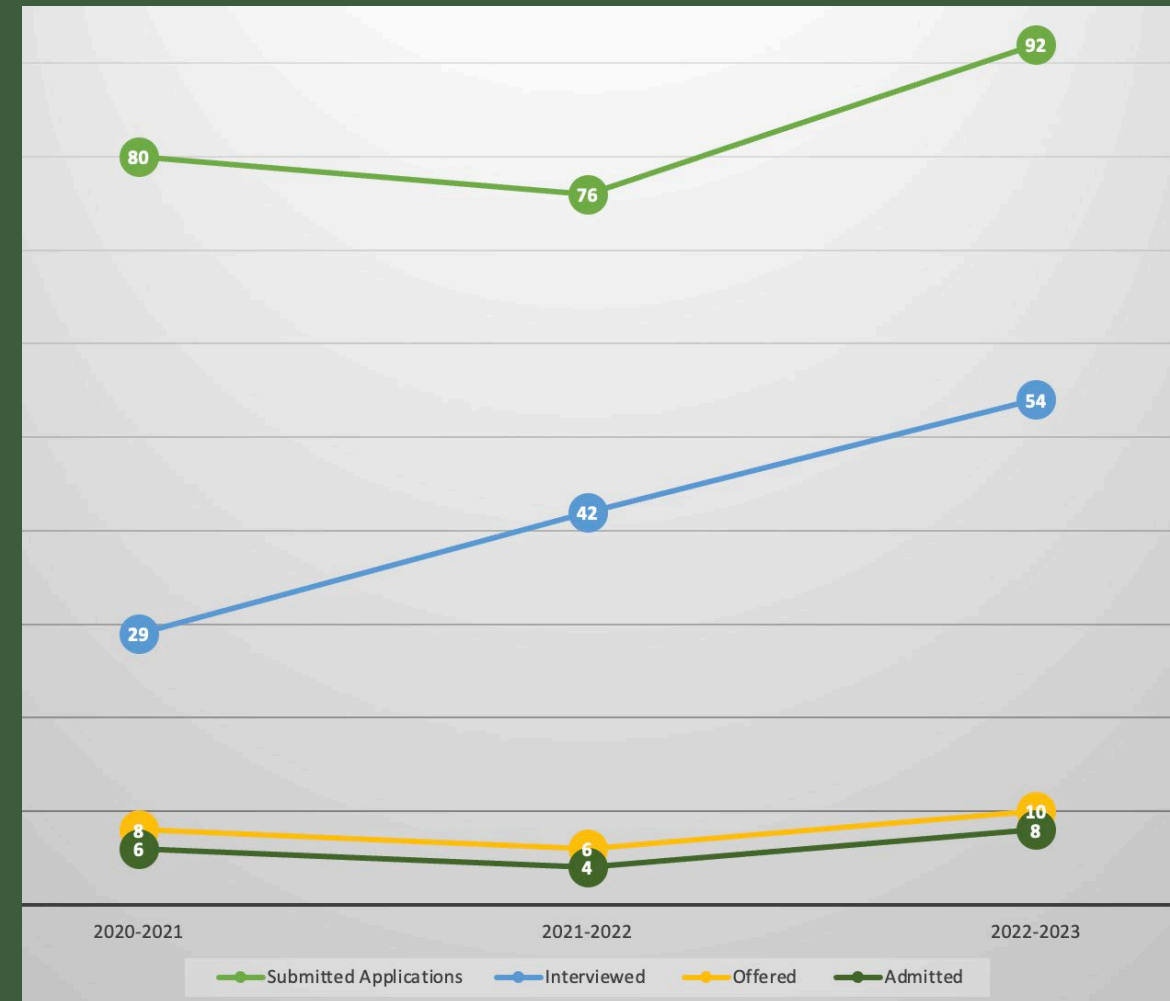
Non-Albertan Applicants

Application Year	Submitted Applications	Interviewed	Admitted
2016-2017	555	64	13
2017-2018	675	76	9
2018-2019	572	72	8
2019-2020	570	59	11
2020-2021	651	80	10
2021-2022	502	67	16
2022-2023	586	67	16



Black Applicants

Application Year	Submitted Applications	Interviewed	Offered	Admitted
2020-2021	80	29	8	6
2021-2022	76	42	6	4
2022-2023	92	54	10	8



Rural Applicants

Application Year	Submitted Applications	Interviewed	Admitted
2016-2017	104	76	22
2017-2018	90	73	26
2018-2019	139	108	33
2019-2020	99	95	23
2020-2021	192	192	39
2021-2022	167	140	22
2022-2023	169	142	28



Indigenous Applicants

Application Year	Submitted Applications	Interviewed	Offered	Admitted
2016-2017	18	10	5	3
2017-2018	17	11	20	6***
2018-2019	22	14	13	11**
2019-2020	25	16	13	9*
2020-2021	28	20	13	8
2021-2022	33	16	13	8
2022-2023	27	16	9	5



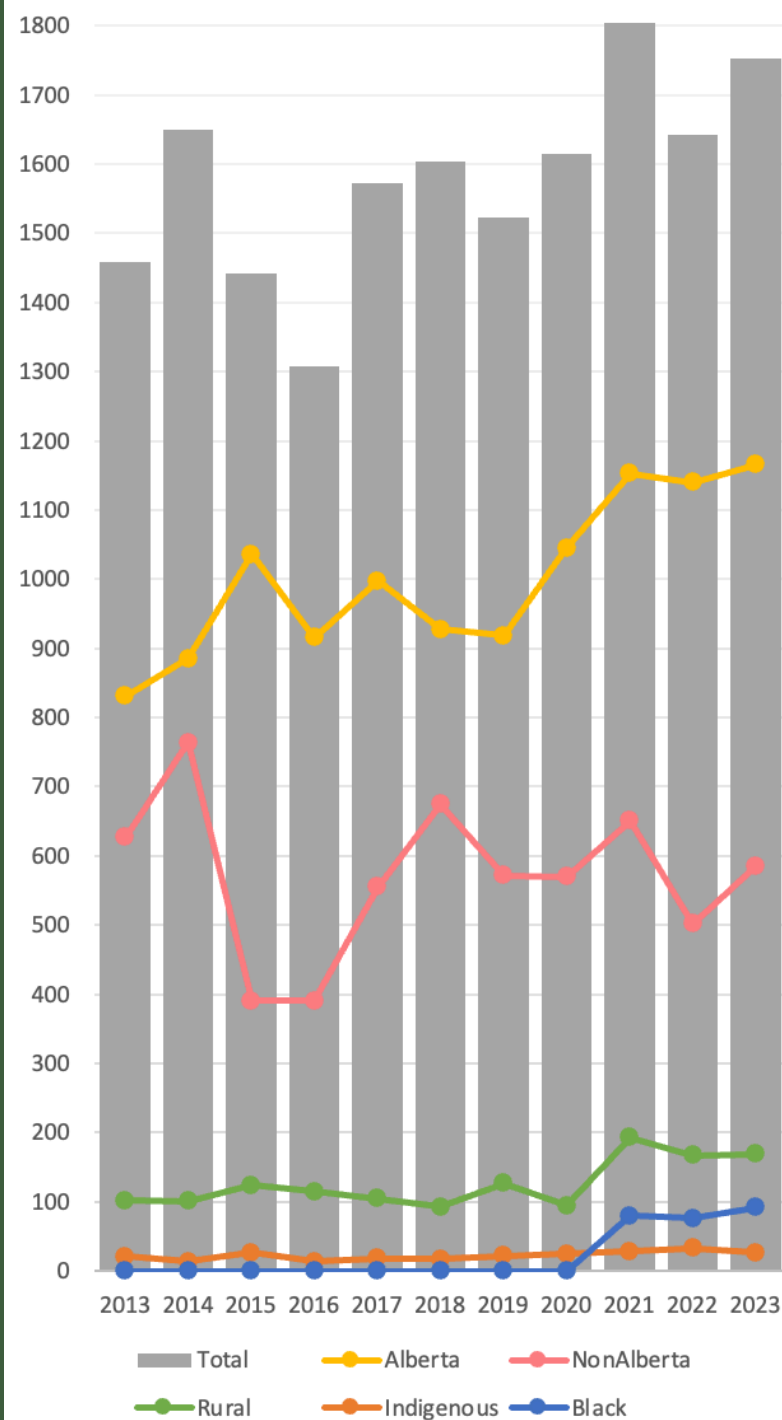
*Quota removed, admission offered to all eligible Indigenous candidates who have been recommended by the Indigenous Admissions Subcommittee (IAS)

**Decanal decision to offer admission to eligible Indigenous candidates, recommended by the IAS, above the quota of 5

***5 quota positions and 1 position through Alberta pool

Applications

	Application Year										
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Albertan	831	885	1036	916	997	928	918	1045	1153	1140	1166
Non-Albertan	627	764	391	391	555	675	572	570	651	502	586
Rural	102	101	124	115	105	93	127	95	193	167	169
Indigenous	21	14	27	14	18	17	22	25	28	33	27
Black	nd	nd	nd	nd	nd	nd	nd	nd	80	76	92
Total	1458	1649	1441	1308	1573	1604	1523	1615	1804	1642	1752



C2027 Entering Class Statistics

C2027 Entering Class Statistics

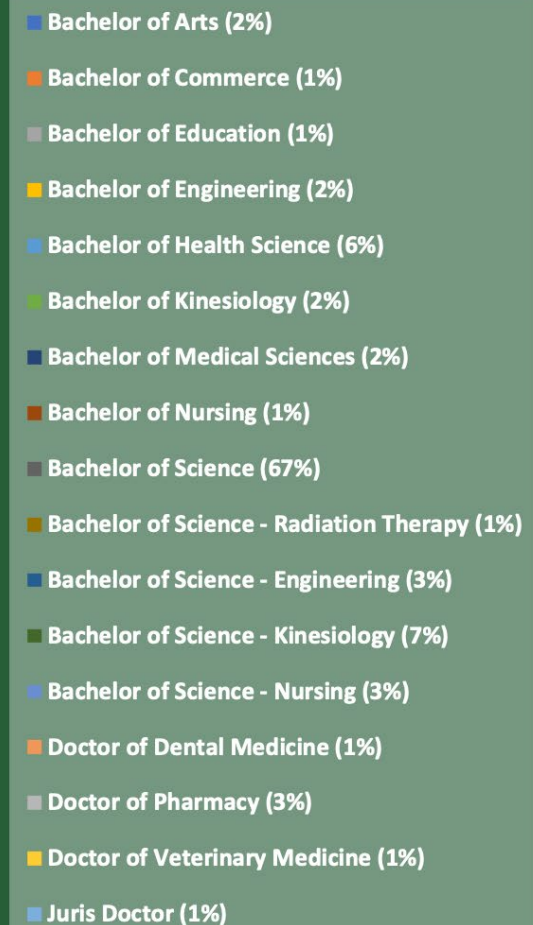
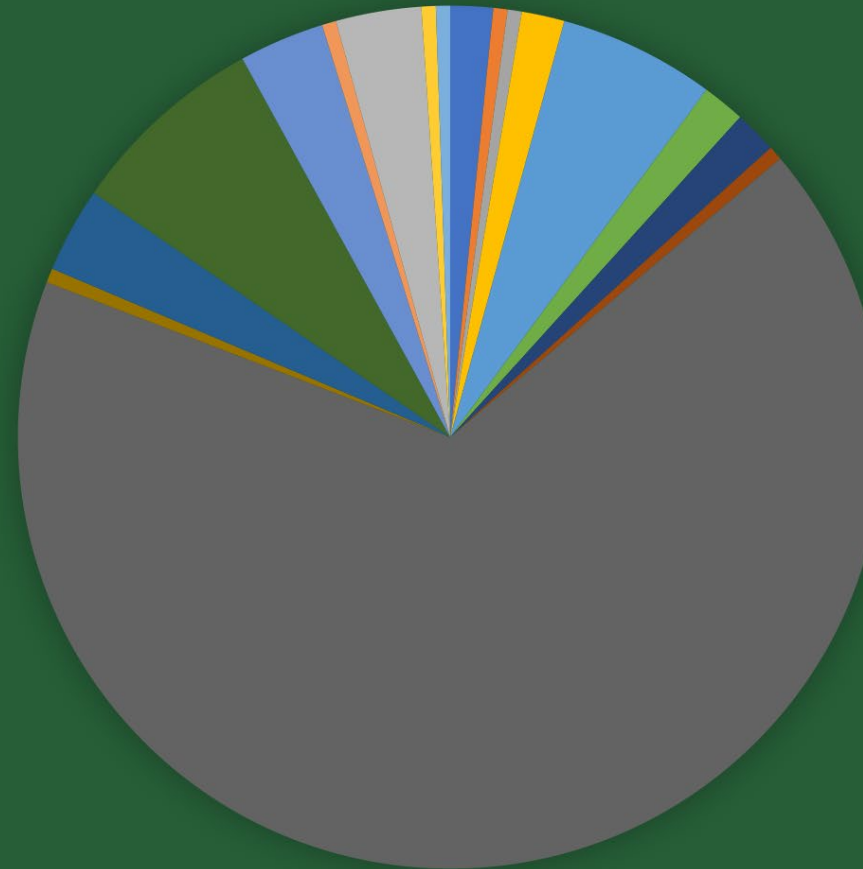
Pool	Value	MCAT Section Average	Interview Score	cGPA	Personal Activities	Age
<u>Albertan</u>	Max	130.75	34.27	4.00	33.83	39
Total = 138	Average	127.74	27.42	3.82	23.87	26
Male = 46	Median	127.75	27.34	3.89	23.92	25
Female = 91	Mode	128.00	26.98	4.00	26.25	25
Non-Binary = 1	Min	124.00	21.15	3.41	17.50	21
<u>Non-Albertan</u>	Max	130.00	31.35	4.00	27.42	32
Total = 16	Average	128.30	25.84	3.85	25.27	27
Male = 7	Median	128.25	25.52	3.83	25.08	26
Female = 9	Mode	128.25	27.71	4.00	25.08	26
	Min	126.00	18.96	3.68	22.75	22
<u>Rural Quota</u>	Max	130.50	32.08	4.00	28.58	36
Total = 10	Average	127.95	26.98	3.83	21.82	25
Male = 2	Median	127.88	27.34	3.84	21.00	23
Female = 8	Mode	N/A	29.17	4.00	N/A	23
	Min	125.50	21.15	3.43	16.33	21
<u>Black</u>	Max	129.75	31.35	3.94	26.25	29
Total = 8	Average	127.31	28.89	3.74	22.24	24
Male = 5	Median	126.75	29.53	3.82	21.88	23
Female = 3	Mode	126.50	30.63	N/A	19.25	22
	Min	126.00	25.52	3.45	19.25	21
<u>Indigenous</u>	Max	128.75	27.71	3.94	21.58	24
Total = 5	Average	127.55	23.92	3.77	17.03	23
Male = 2	Median	128.00	25.52	3.80	17.50	23
Female = 3	Mode	N/A	N/A	3.94	N/A	23
	Min	126.00	18.96	3.41	8.75	23
<u>MMTP</u>	Max	128.75	23.33	3.76	32.08	33
Total = 2	Average	128.63	21.88	3.60	27.42	31
Male = 1	Median	128.63	21.88	3.60	27.42	31
Female = 1	Mode	N/A	N/A	N/A	N/A	N/A
	Min	128.50	20.42	3.43	22.75	29



C2027 Undergraduate Degrees

Most Recent Undergraduate Degree	Count	Percentage
Bachelor of Arts - Linguistics	1	<1%
Bachelor of Arts - Psychology	2	<1%
Bachelor of Commerce - Information Systems	1	<1%
Bachelor of Education - Biological Science	1	<1%
Bachelor of Engineering - Aeronautical Engineering	1	<1%
Bachelor of Engineering - Chemical Engineering	1	<1%
Bachelor of Engineering - Electrical Engineering	1	<1%
Bachelor of Health Science - Anthropology	1	<1%
Bachelor of Health Science - Biomedical Science	4	2%
Bachelor of Health Science - Health Science	3	2%
Bachelor of Health Science - Physician Assistant	1	<1%
Bachelor of Kinesiology - Human Kinetics	1	<1%
Bachelor of Kinesiology - Kinesiology	2	<1%
Bachelor of Medical Sciences - Biochemistry	1	<1%
Bachelor of Medical Sciences - Medical Sciences	1	<1%
Bachelor of Nursing - Nursing	1	<1%
Bachelor of Science - Behavioural Neuroscience	3	2%
Bachelor of Science - Biochemistry	5	3%
Bachelor of Science - Biological Science	27	16%
Bachelor of Science - Biology and Psychology	1	<1%
Bachelor of Science - Biomechanics	1	<1%
Bachelor of Science - Biomedical Physiology	2	<1%
Bachelor of Science - Biomedical Science	1	<1%
Bachelor of Science - Cell Biology	3	2%
Bachelor of Science - Cellular Molecular and Microbial Biology	5	3%
Bachelor of Science - Chemistry	4	2%
Bachelor of Science - Developmental Biology	1	<1%
Bachelor of Science - Electrical Engineering	1	<1%
Bachelor of Science - Forensic Investigation	1	<1%
Bachelor of Science - Genetics and Biochemistry	1	<1%
Bachelor of Science - Health Science	3	2%
Bachelor of Science - Immunology and infection	3	2%
Bachelor of Science - Kinesiology	14	8%
Bachelor of Science - Life Sciences	4	2%
Bachelor of Science - Materials Engineering	1	<1%
Bachelor of Science - Mechanical Engineering	4	2%
Bachelor of Science - Medical Sciences	1	<1%
Bachelor of Science - Microbiology & Immunology	3	2%
Bachelor of Science - Molecular Biology	3	2%
Bachelor of Science - Molecular, Cellular and Developmental Bio	2	<1%
Bachelor of Science - Neurobiology and English	1	<1%
Bachelor of Science - Neuroscience	5	3%
Bachelor of Science - Neuroscience and Psychology	2	<1%
Bachelor of Science - Nursing	6	4%
Bachelor of Science - Nutritional Sciences	1	<1%
Bachelor of Science - Pharmacology	4	2%
Bachelor of Science - Physiology	9	5%
Bachelor of Science - Psychology	16	9%
Bachelor of Science - Radiation Therapy	1	<1%
Bachelor of Science - Zoology	1	<1%
Doctor of Dental Medicine	1	<1%
Doctor of Pharmacy	6	4%
Juris Doctor	1	<1%
Total	171	100%

C2027 Baccalaureate Degrees



C2027 Undergraduate Degrees

Most Recent Undergraduate Degree Institution	Number of Undergrad Degrees from Institution
University of Alberta (AB)	73
University of Calgary (AB)	37
University of British Columbia (BC)	8
University of Lethbridge (AB)	5
University of Victoria (BC)	5
McMaster University (ON)	4
Queen's University (ON)	4
University of Western Ontario (ON)	4
University of Toronto (ON)	4
Simon Fraser University (BC)	3
McGill University (QC)	3
MacEwan University (AB)	2
Dalhousie University (NS)	2
Royal Military College of Canada (ON)	2
Concordia University (AB)	1
Mount Royal University (AB)	1
The King's University (AB)	1
University of Grant MacEwan (AB)	1
Thompson Rivers University (BC)	1
University of Manitoba (MN)	1
Memorial University of Newfoundland (NFL)	1
Brock University (ON)	1
Carleton University (ON)	1
University of Ottawa (ON)	1
University of Waterloo (ON)	1
Glasgow Caledonian University (Scotland)	1
University of Regina (SK)	1
University of Alaska Anchorage (USA)	1
University of Puget Sound (USA)	1

Location	Number of Undergrad Degrees from Location
Alberta	121
Ontario	22
British Columbia	17
Quebec	3
Nova Scotia	2
Manitoba	1
Newfoundland	1
Saskatchewan	1
United States	2
Scotland	1

- Total Institutions = 29
- Provinces = 8

C2027 Graduate Degrees

Most Recent Graduate Degree	Count Degree	Percentage
Master of Science	41	60%
Master of Public Health	7	10%
Master of Biomedical Technology	5	7%
Doctor of Philosophy	4	6%
Master of Kinesiology	2	3%
Master of Management	2	3%
Master of Applied Science	1	1%
Master of Arts	1	1%
Master of Education in Counselling Psychology	1	1%
Master of Engineering	1	1%
Master of Nursing	1	1%
Master of Public Policy	1	1%
Master of Rehabilitation Science	1	1%
Total	68	100%



C2027 Graduate Degrees

Most Recent Graduate Degree Institution	Number of Grad Degrees from Institution
University of Alberta (AB)	28
University of Calgary (AB)	18
University of British Columbia (BC)	5
Queen's University (ON)	4
University of Toronto (ON)	4
Athabasca University (AB)	1
Simon Fraser University (BC)	1
Dalhousie University (NS)	1
McMaster University (ON)	1
University of Ottawa (ON)	1
McGill University (QC)	1
Johns Hopkins Bloomberg School of Public Health (USA)	1
University of Pennsylvania (USA)	1
University of South Florida (USA)	1

Location	Count
Alberta	47
Ontario	10
British Columbia	6
Quebec	1
Nova Scotia	1
United States	3

- Total Institutions = 14
- Provinces = 5

Rural Admissions Pathway

Rural Admissions

- Where we started: U of A has 10 protected seats each year for qualified rural applicants
- March 2023: Announcement of government initiative to increase Family Medicine workforce and rural practitioners: funding for training programs and training positions

Rural Admissions

- Class of 2027: 10 additional seats
- Class of 2028: 20 additional seats
 - Calendar change approved at Faculty Council and GFC, May-June 2023: 30 protected seats for qualified rural applicants
 - Selection via our current process for rural applicants

Rural Admissions

- Class of 2029: 30 additional seats
- Planning a novel **Rural Admissions Pathway**:
 - 30 protected seats
 - Linked to distributed medical program based in Grande Prairie
 - Opportunity to build new Admissions process with more nuanced selection criteria

Rural Admissions Pathway Working Group

Members:

Dr. Lillian Au, Will Comeau, Jodi Hawthorne, Dr. Chloe Joynt,
Dr. Kyle McKenzie & Dr. Laura Stovel

Consultations:

Dr. Jill Konkin, Rural Physicians, Dept of Family Medicine,
Indigenous Health Program, Rural Student Interest Group, UBC

Rural Admissions Pathway

Separate Admissions pathway—applicants to signal interest on application

1. Point system for rural origin
2. Personal statement

Content: rural experience/background, rural activities (with verifiers), connection to rural Alberta, mentors, activities and interests, personal qualities, interest in rural medicine and family medicine

Rural Admissions Pathway

3. Tailored rural panel interview, with rural clinicians and community members

Open-ended, with general/broad questions (different from MMI)

Questions to assess connection to rural life, personal qualities and interests

Proposed pathway approved at MD Admissions Committee October 11, 2023

Next Steps:

- There are several pieces of work still to do to realize this process
- Planning for implementation in July 2024 Admissions cycle - for entry to MD Program in September 2025

Thank You!

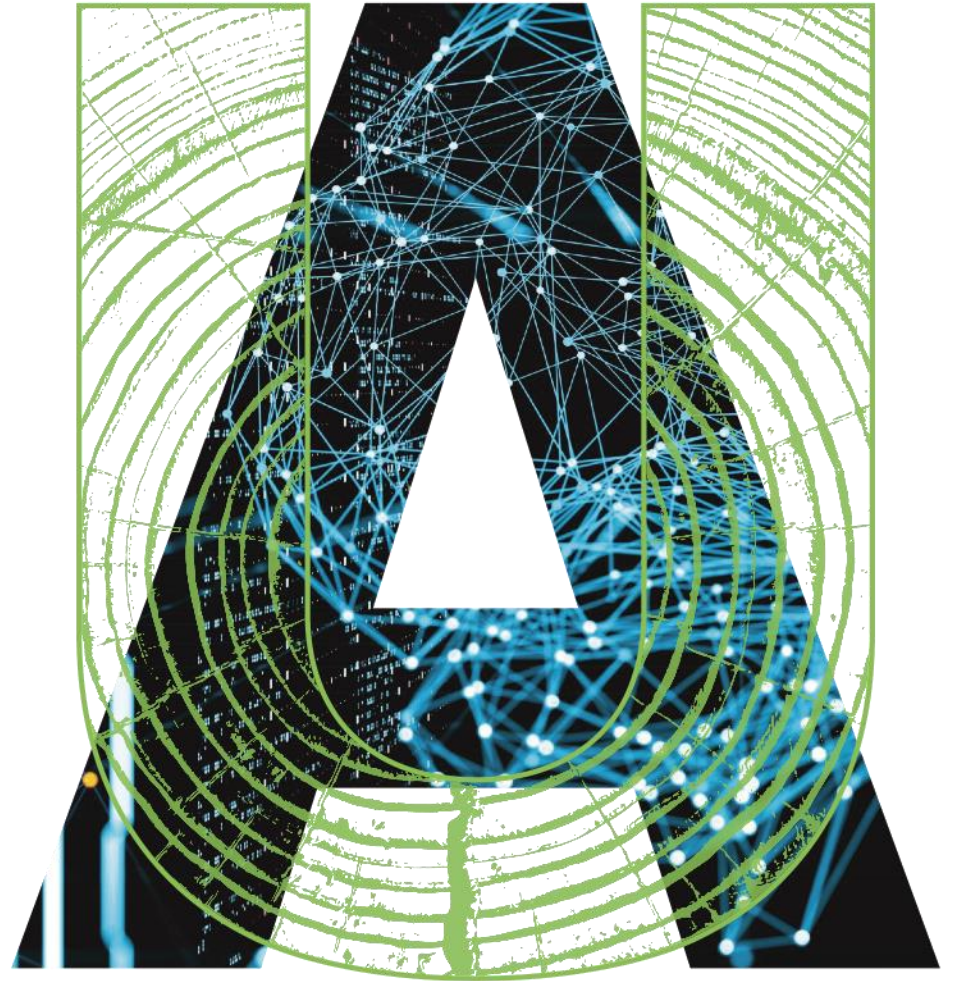


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Regional Campus - Grande Prairie Expansion



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2023 review

- 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



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 - 6 parts

- 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 and PG)
- Stabilize the family medicine teaching unit in GP
- Further establish collaborative planning and governance
- Rural pathways for learners/admissions
- Infrastructure and institutional capacity



Next steps

- Stabilize, support, and grow the rural physician preceptors team
- Hire leads in the north
- Program design and delivery - rural generalism
- Program design & curriculum retreat
- Address system-level issues related to physician workforce planning, compensation, and function within government health care reform



Leading with Purpose.



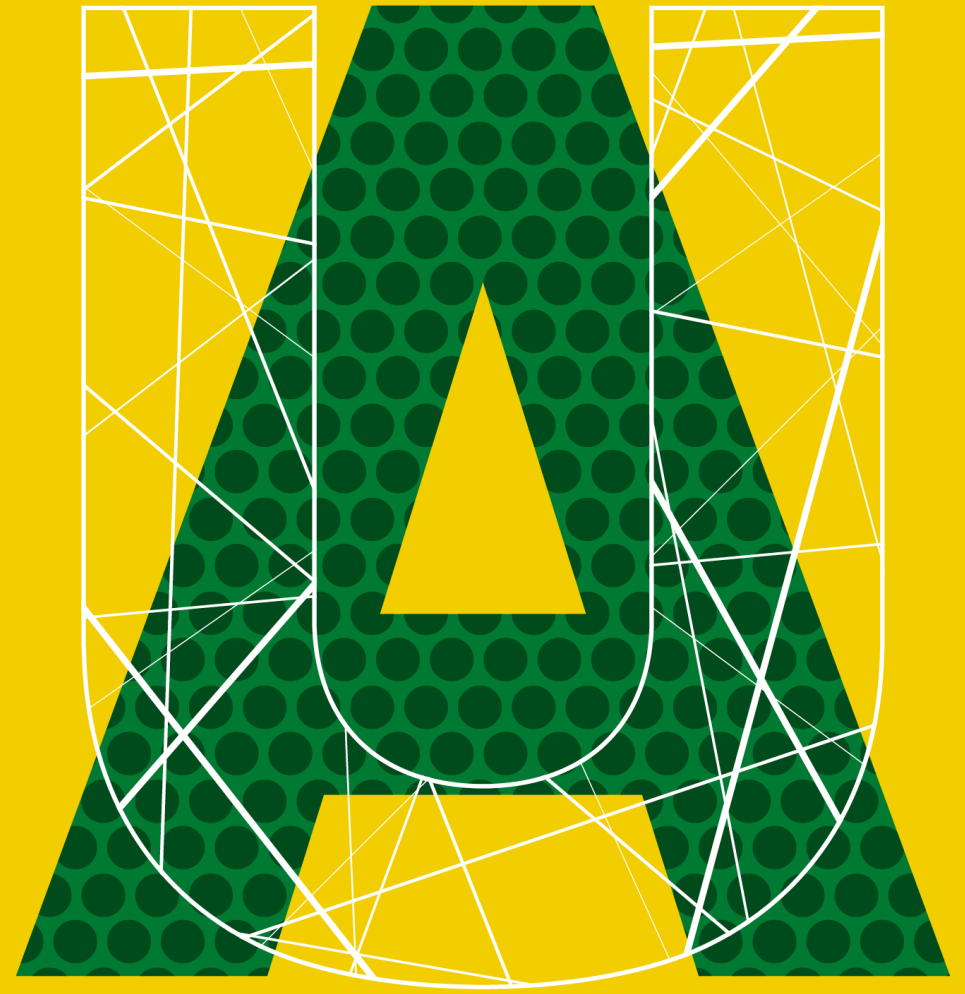
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CIHR Project Grant

Spring 2024 Competition



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Fall 2022 and/or Spring 2023 Project Grant Competition Outstanding Reviewers

- Recognized by committee executives (Chair and/or Scientific Officers)
- This honour is limited to a select number of reviewers (23% of all reviewers) who demonstrate exemplary commitment to peer review through one or more of the following initiatives:
 - ✓ delivering reviews that were over and above expectations
 - ✓ participating constructively in discussions about applications that were not assigned to them
 - ✓ completing additional tasks on short notice

Todd Alexander (Pediatrics)

Amit Bhavsar (MMI)

Stephane Bourque (Anesthesiology & Pain Medicine)

Robin Clugston (Physiology)

Bruce Dick (Anesthesiology & Pain Medicine)

Scott Garrison (Family Medicine)

Mark Glover (Biochemistry)

Bradley Kerr (Anesthesiology & Pain Medicine)

Richard Lehner (Pediatrics)

Peter Light (Pharmacology)

Gary Lopaschuk (Pediatrics)

Simonetta Sipione (Pharmacology)

Anna Taylor (Pharmacology)

Richard Thompson (Biomedical Engineering)

Boguslaw Tomanek (Oncology)

Lonnie Zwaigenbaum (Pediatrics)

Why the emphasis on CIHR Project Grants and Tricouncil grants in general?

Tricouncil funding determines CFI allocation purse to the university

- CFI funds research infrastructure (FoMD ~\$4M/year through CFI JELF and a possibility for ~\$50M every 2-3 years through CFI IF)

Tricouncil funding determines CRC allocation to the university

- FoMD is a home to 32 CRCs (\$4.5M/year)

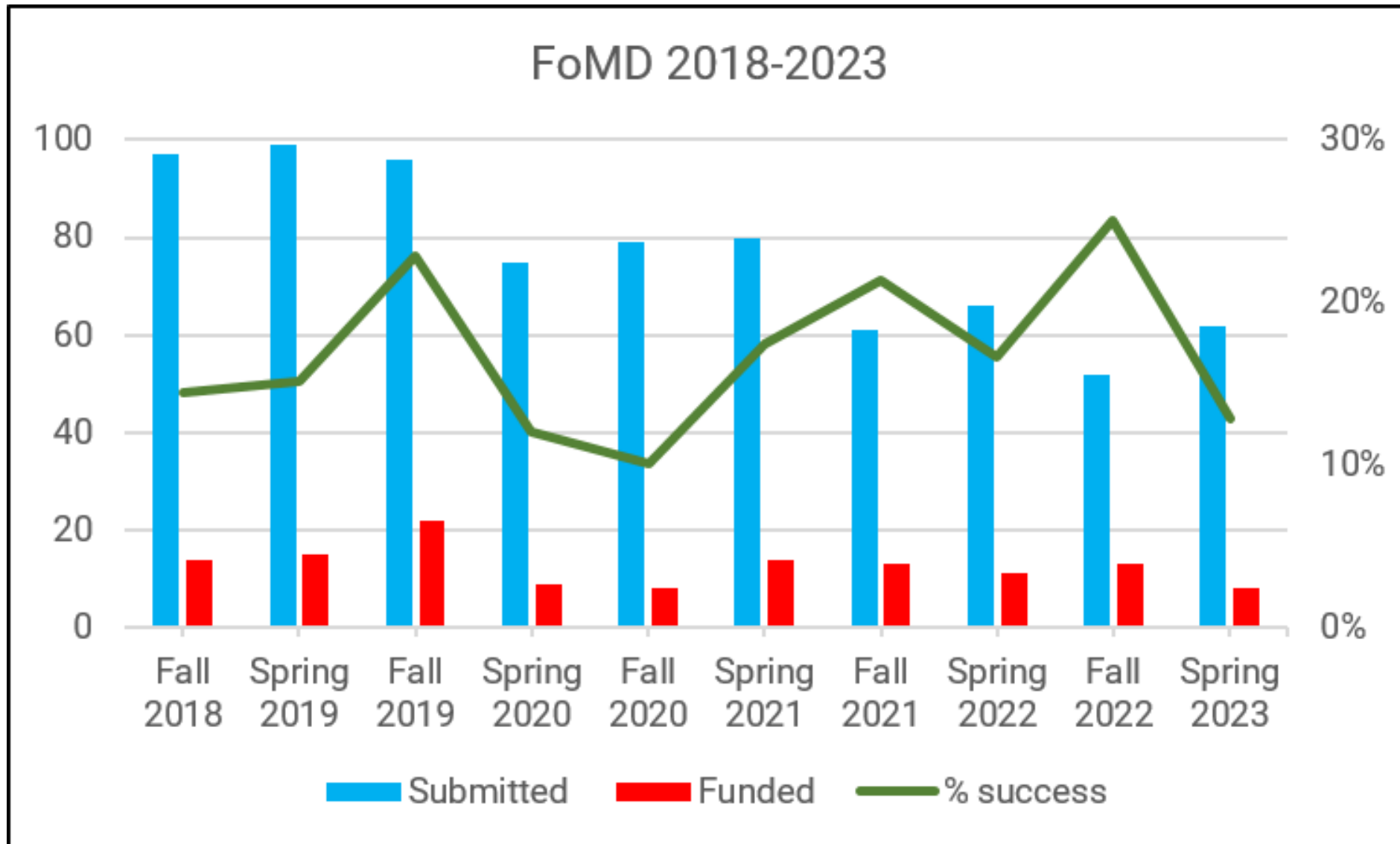
Tricouncil funding determines RSF (overhead) allocation to the university

- ~\$18-20M/year (RAS, REO, Libraries, Hospital, F&O, HSE, HSLAS,...)

Tricouncil funding constitutes ~23-25% of FoMD research revenue

The CHS has been tasked to increase its CIHR funding by 25% over the next 5 years (5%/year)

FoMD CIHR Project Grant applications submitted and funded 2018-2023



Fact

The overwhelming majority of (successful) applications are in Pillar I – Biomedical (typical for Project Grants nationally)

Q: How could we meet the target of 25% increase in CIHR funding over 5yrs?

A: Increase submission of outstanding applications

Q: How?

Recruitment of research-intensive faculty (cohort hire, AMHSP)

Protection/increase of research time for clinical faculty (increase in Pillar II-IV funding)

Provide support so that all research-intensive faculty successfully compete for CIHR Project Grants

Information for applicants for Spring 2024 CIHR Project Grants competition

Contact: Gareth Corry, Research Partner, CHS (gcorry@ualberta.ca)

- I. Nov 29, 10:00-11:30; *Grant application figure workshop*
- II. Nov 30, 2:00-3:30; *Tips and advice on writing a CIHR Project Grant application*
- III. Dec 13, 12:00-1:30; *Knowledge mobilization plans for grant applications: learn from the experts*
- IV. Jan 10/24, 10:30-12:00; *Choosing a Peer Review Committee for a CIHR Project Grant application*

Other resources prepared by Gareth Corry:

Tip sheet

Guides: Registration, Application, Evaluation Criteria

Internal Review Process

- Data from past submissions indicate that internally reviewed applications are more successful in receiving funding
- For the last 5 competitions (Spring 2021-Spring 2023) **128** faculty members reviewed **253** applications. **THANK YOU!!!**
- Internal reviews process: FoMD Institutes, Departments, Office of Research
- Website: FoMD > Research > Research Resources > Faculty Members > Internal CIHR Project Grant Review Process:
 - ✓ *Important dates*
 - ✓ *Process description for New Submissions and Resubmissions*
 - ✓ *Internal reviewer identification (grant holders, peer review committee members)*
 - ✓ *Internal Reviewer Feedback Form*
 - ✓ *Responsibilities: Applicant, Reviewers, Dpt Chairs, Institute Directors, OoR, RAS*

Faculty of Medicine & Dentistry

FEC Increment Process

❖ Sept 30 FAR submission

- ❖ The Dept Chair reviews each FAR and makes increment recommendation by Nov 30
- ❖ For increments of 1.0-1.5, two other chairs independently review the recommendation and mark as agree or flag for FEC individual review
- ❖ Where the three chairs have agreed on the recommendation, FEC reviews these in groups of 10 with the option to pull any report out for individual review
- ❖ For any merit recommendation <1.0 or ≥ 1.75 , FEC reviews each case individually



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FEC Increment Process

- ❖ FEC reviews all assistant professors, then associate professors, then professors to enable comparison within each rank
- ❖ Since there is allocation/cap on total merit , merit allocation depends on an individual's performance compared to others at the same rank.
- ❖ For example if almost everyone did great, then great would just be the mean. Performing satisfactorily, not great, would be less than 1.0 in that case.
- ❖ Or if almost everyone did poorly, then performing satisfactorily would be worth ≥ 1.25

