Committee	FoMD Faculty Council		
Members:	Dr. B Hemmelgarn (Chair) As set out in the *Post-Secondary Learning Act* *Quorum is represented by those faculty members member present.*	**Date :**	September 17, 2024
		Time:	4:00pm
Called to Order:	4:00pm	**Location:**	Via Zoom
Guests	None	**Scribe:**	Erin Neil
Approval of agenda	**Approved by consensus with no additions.**		
Approval of previous meeting Minutes	**Date:** May 21, 2024 **MOVED** by G. Funk and **SECONDED** by S. Schipper to approve the minutes as circulated. **ALL IN FAVOUR. CARRIED.**		
Meeting Attachments:	All attachments provided via email September 3, 2024		

Topic	Summary	Action by whom	Target Date	Status
1. **Research Integrity & Research Security**	J. Aker and J. Littlewood presented: 📄 #1. Research Integrity & Research Security .pdf			
2. **Dean's Report**	Dr. B. Hemmelgarn provided update: • Announced the Mike Petryk School of Dentistry - $10million dollar donation – to support dental programs. • Medical school expansion – regional campus in Grande Prairie – Dr. Schipper will provide further update. • AMHSP expansion – continuing onto the next phase – 12 positions in Family Medicine; 6 in Psychiatry; 6 in OBGYN and 6 in Surgery. • Bill 18 - is the requirement that provincial entities obtain approval from the Government of Alberta before entering into an agreement with the Federal Government. Passed by Legislature in the spring and over the course of the summer the Government undertook a consultation project program, and there was a lot of advocacy by all the universities across the province. There was a meeting with Minister Sawney and the Presidents a few weeks ago, and they felt that the Minister really had a good understanding of potential implications for post-secondary institutions in particular. Now looking at drawing up some exemptions, and that they will be proposing to bring forward. • Bachelor of Health Sciences Undergraduate Degree – currently at the stage of doing curriculum mapping, sorting through governance, delivery of program. Six faculties will be receiving these programs. Further update to be provided in November. • Dean's Advisory Council – comprised of 10-12 individuals. Reviewed membership. • Welcomed all new Faculty. 📄 #2. New Faculty.pdf			
3. **Deputy Dean Report**	Dr. T. Stelfox provided update: • Chair Reviews – Dr. Andrew Simmonds – Cell Biology; Dr. Narmin Kassam – Medicine; Dr. Peter Kannu – Medical Genetics – all three have finished their first terms and have kindly indicated that they are willing to be considered for serving a second term. Reviews all in process. Notices have			

| Topic	Summary	Action by Whom	Target Date	Status
	been sent out to each department. • Two new institute directors that started September 1, 2024. Dr. Michael Mengel - Alberta Diabetes Institute (ADI) and Dr. Evangelos Michelakis – Cardiovascular Research Institute (CVRI).			
4. Vice Dean Education	Dr. S. Schipper provided update: • Thankful to our huge education team for all the work that's happening right now. We welcomed our 5 new classes of undergraduate health sciences students into the faculty of medicine and dentistry, and had our orientation at Enoch Cree Nation, which is a nation that we've been really eager to initiate more partnership and building with. Florence Glenfield and Brenda were there, and it was a wonderful ceremony and a day focused on making friendships and relationships as we want to increase our different activities with the nations across Alberta. • Starting PGME Accreditation for next November. There're over 60 postgraduate programs that train specialists across the Medical field, and we are being accredited by the Royal College of Physicians and Surgeons of Canada and the College of Family Physicians of Canada next year, which means everything is due this summer. • Finalized and sent in our final report for our physician education Development Grant. That's the grant that gives us funding for all of post grad and rural experiences. It was a $50 million dollar grant over 3 years. We are waiting for the next one. • Expansion news – our leads are in place. Dr. Richard Martin from Grande Prairie he's a family physician, has been in Grande Prairie for more than a couple of decades, and he's our new regional academic lead. Holly Hanfield is our manager. Thank you so much to everybody for all the work that has been done.			
5. Vice-Deans Research				
a. **Update – Clinical**	Dr. N. Pannu provided update: • The strategic clinical networks at Alberta Health Services have been stood down, and they have been replaced by office of research partnerships. We have been assured by the office of research partnerships that they still continue to support research within Alberta Health Services. The process by which they do that will differ slightly. • The plan is to replace all of the strategic clinical network directors with 3 scientific officers or scientific directors. • Having our 1st event for early career researchers who work in the clinical research space. These are for people within their 1st 5 years, and or new to the University of Alberta and are doing have a significant research job description. That 1st event is going to be on Thursday at 4:30pm. • There will be posting for a new associate Dean position for the office of Research, and that is for endowed chairs and professorships. This will be a 0.2FTE position for 3 years.			
b. *Update – Basic*	Dr. R. Lehner provided presented: 📕 #3. VDResearch update.pdf			
6. Vice-Faculty Affairs				
a. **Update**	Dr. E. Yacyshyn provided update: • Annual reports are due September 30. • Dr. J. Choy, Associate Dean, Clinical Faculty – term will be ending at the end of December, 2024. An expression of interest will be sent out. • Several Faculty Development programs that are upcoming – further information will be sent out.			
b. **Chief Wellbeing Officer**	Dr. M. Lewis provided update: 📕 #4. Measuring our Learning & Work Environments.pdf			
c. **GFC Update**	📕 Report-to-BoG-from-GFC-2024-04-29.pdf 📕 Report-to-BoG-from-GFC-2024-05-27.pdf			

Topic	Summary	Action by Whom	Target Date	Status
7. **Announcements**	None			
Next Meeting	**November 12, 2024** **5:18pm Adjourned**			
Approval Date:	**November 12, 2024**			

Research Security, Research Integrity and Travel Security - Overview

Presentation to FoMD Faculty Council, 17 September 2024

Jason Acker, AVP Research Integrity Support
Jacqueline Littlewood, Director, Research Security

UNIVERSITY OF ALBERTA
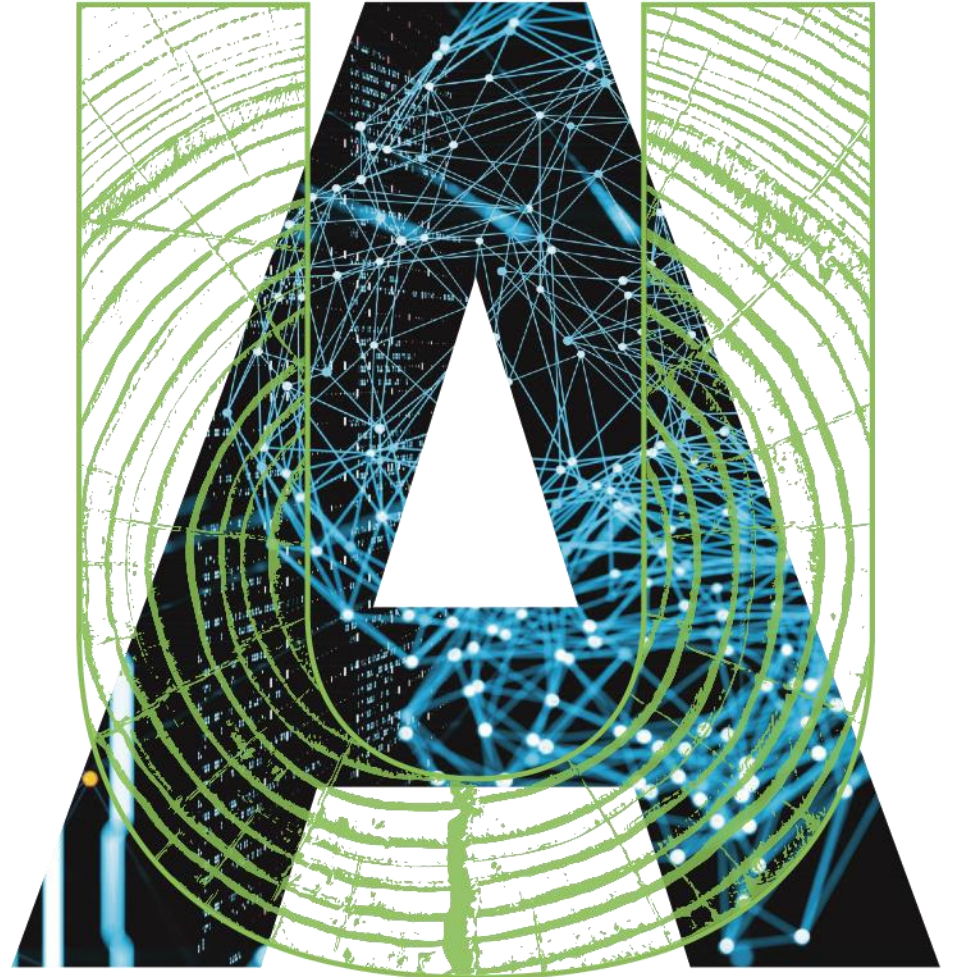
National Security Threats

What is foreign interference?

- Foreign interference is a covert and malign activity undertaken by a foreign state to advance its national interests to the detriment of Canada's.

- Foreign interference is distinct from normal diplomatic conduct or acceptable foreign state lobbying; it is purposely covert, malign and deceptive.
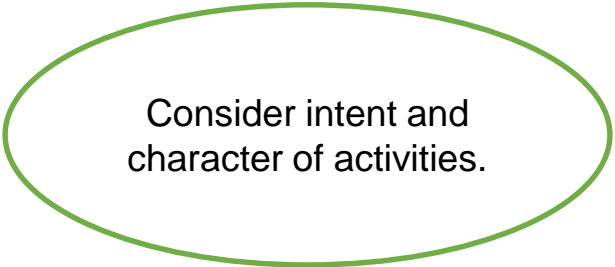
What is espionage?

- Espionage is state-directed gathering of information of political, economic, military or strategic value through clandestine means.

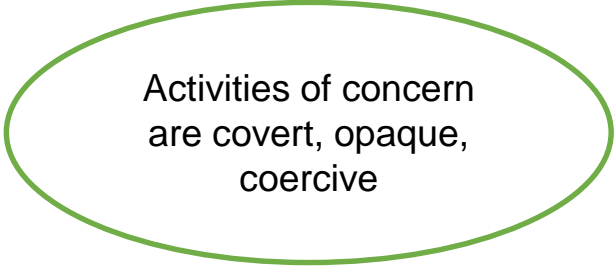***What is transnational repression?***

- Transnational repression is when foreign governments reach beyond their borders to intimidate, silence, coerce, harass, or harm members of their diaspora and exile communities.

Methods and activities

- Partnerships, collaborations, procurement
  - All can provide access or influence
- Talent and scholarship programs
  - Malign Foreign Talent Plans focus
- Targeting during travel or conferences
  - Elicitation, access, devices
- Recruitment – witting and unwitting
  - Individuals and groups
- Non-traditional collectors
- Coercion or harassment – in person or online

Consider intent and character of activities.

Activities of concern are covert, opaque, coercive

Erosion of Research Integrity

- Threats to research security also undermine research integrity. Foreign state-directed or influenced actions contribute to:

  - Conflicts of Interest
  - Conflicts of Commitment
  - Academic Misconduct
  - Contravention of Policy, Regulation, Legislation
  - Decreased trust and credibility, erosion of key academic principles

University Response

- Awareness-raising

- Review of Conflict of Interest, Conflict of Commitment and Supplementary Professional Activities processes- working group
  - Updates, improve timeliness of disclosure, provide greater institutional oversight

- Review of Investigations Process and Protocols – working group

- Development of Responsible Open Source Due Diligence Protocol
  - Guidance for related due diligence on issues like affiliations of concern, possible contravention of RCR framework, conflicts of interest/commitment

- New Travel Security program coming

Key Travel Security Tips

Before

- Understand risk situation at country of destination – register travel with [authorities](#) and the [University](#)
- Consult IST about loaner devices and explore options to access your research remotely
- Don't provide more information than necessary in visa requests or travel plans
- Check for [encryption requirements](#) in country of destination

During

- Be aware of surroundings and don't share all on social media
- Be alert to elicitation and other tactics or threats
- Retain control of your devices if possible and turn off when travelling through security/customs
- Employ cyber security practices if possible – VPN, don't use public Wi-Fi or public charging stations

After

- Report any suspected loss or compromise
- Be alert to unusual overtures or changes in device performance
- Change your passwords and keep an eye on banking details

Additional Travel Security Resources

Consult with [Safeguarding Research Office](#) and/or [Information Services and Technology](#)

Review best practices in:

[CSIS Far From Home Guide (2020)](#)

[Travel security guide for university researchers and staff](#)

Consult guidance and directives from:

[Global Affairs Canada](#)

[International SOS](#)

[Maritime Travel](#)/Crisis24

What Can You Do?

- Support review of CoI/CoC policies and processes

- Emphasis the importance of full transparency and timely reporting with respect to affiliations and supplementary professional activities with staff, faculty and students

- Bring forward any concerns about specific relationships or activities to SRO for discussion

- Review research priorities for unit to determine where enhanced practices would help reduce risk and safeguard research.

- Seek SRO advice before travel or conferences if travelling to a higher risk areas or with sensitive research

- Follow travel security tips and best practices

Questions

Contact details:

- **Jason Acker – jacker@ualberta.ca**
- **Jacqueline Littlewood – j.littlewood@ualberta.ca**

- **Safeguarding Research Office**

Faculty of Medicine & Dentistry – Agenda

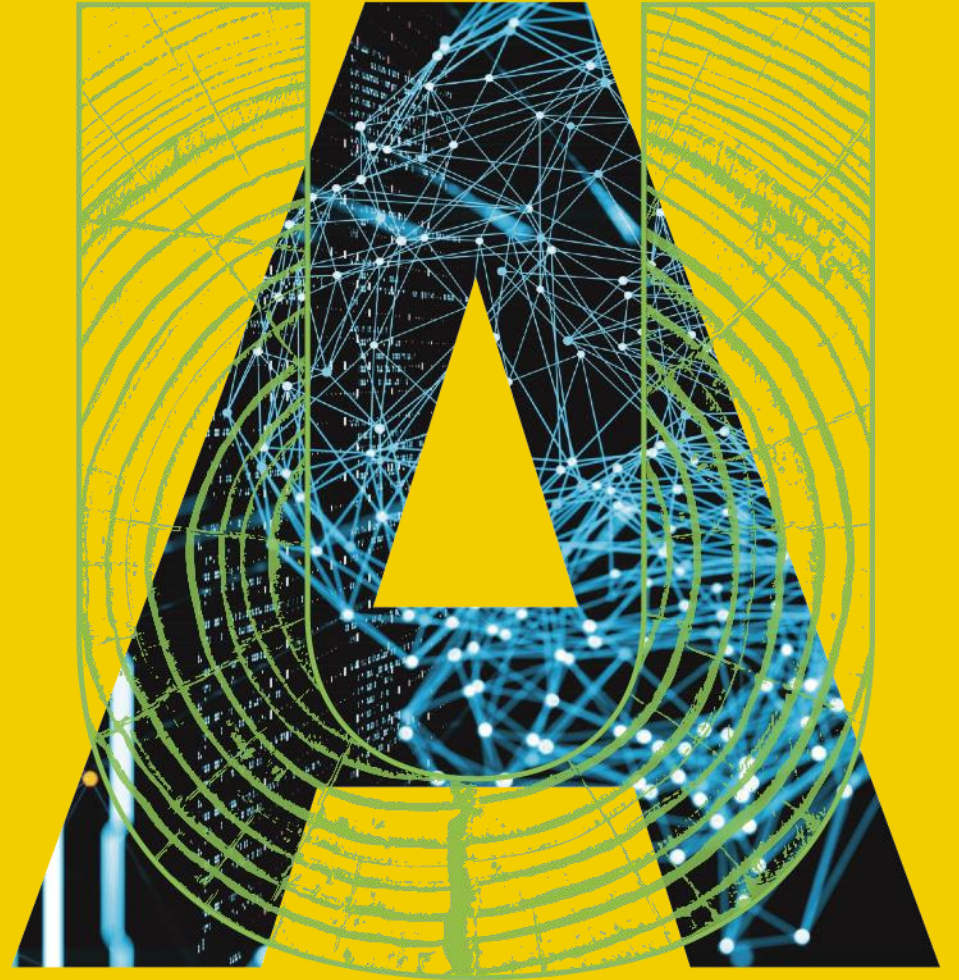|			
Martin Munz	June 1, 2024	Assistant Professor	Physiology
Jason Northey	July 1, 2024	Assistant Professor	Biochemistry
Rafiaa Valji	July 1, 2024	Assistant Professor	Pediatrics
Jeremy Weleff	July 1, 2024	Assistant Professor	Psychiatry
Nabeela Nathoo	August 1, 2024	Assistant Professor	Medicine

Congratulations to Spring 2024 CIHR Project Grant (PG) recipients

- CIHR funded 15% of submitted PG applications nationally
- FoMD submitted 78 PG application and 11 were funded (14%) for a total amount of $10,155,728

Todd Alexander (Pediatrics) - clinical
Scott Garrison (Medicine) – clinical
Padma Kaul (Medicine) - clinical
Gavin Oudit (Medicine) - clinical
Richard Thompson (Biomedical Engineering) - clinical
Simon Gosnach (Physiology) - biomedical
Jesse Jackson (Physiology) - biomedical
Gary Lopaschuk (Pediatrics) - biomedical
David Marchant (MMI) - biomedical
Thomas Simmen (Cell Biology) - biomedical
Anastassia Voronova (Medical Genetics) – biomedical

Carrie Ye (Medicine) – clinical (priority funding)

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 ~$20M every 3 years through CFI IF. Since CFI accounts for 40% of total project costs this means the FoMD has an opportunity to bring in ~ $80M in infrastructure over 3 years

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 5%/year

Internal Review Process

- **MANY THANKS TO INTERNAL REVIEWERS!!!**

- Data from past submissions indicate that internally reviewed applications are more successful in receiving funding

- Only applications that have gone through the FoMD OoR or FoMD Institutes internal review process are eligible for Bridge funding (highly ranked but unfunded applications – 16-40%) from FoMD OoR or FoMD Institutes

- Fall 2024 competition (FoMD): 85 applications registered from 68 PIs

FoMD Core Research Facilities

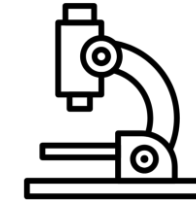# Annual Report 2023-24

UNIVERSITY OF ALBERTA
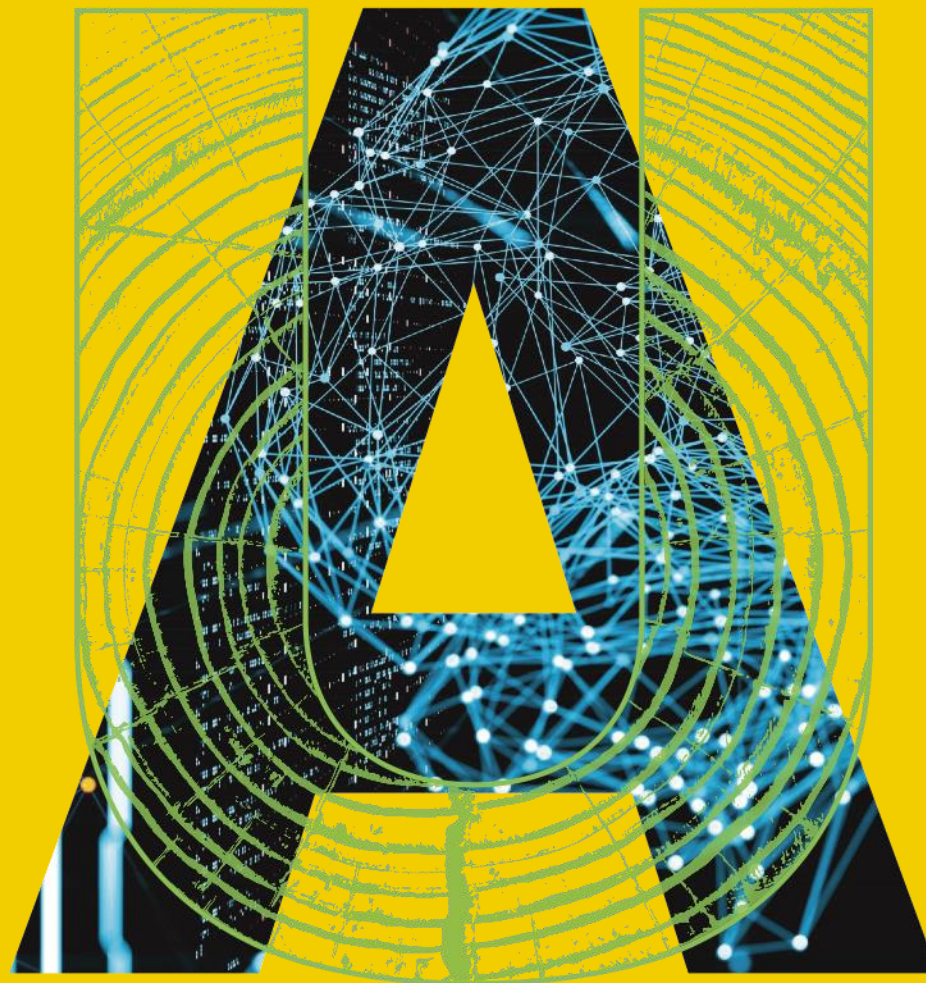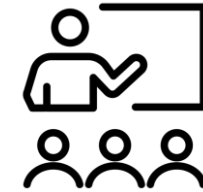
FoMD Core Facilities Overview 2023-24

- Office of Research administers **seven core facilities**; five scientifically-focused facilities and two service based cores.
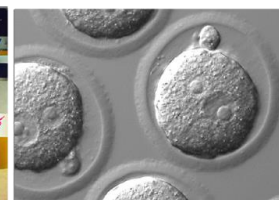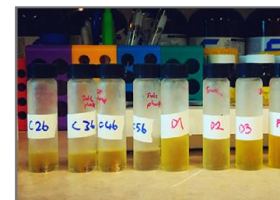
Expert Consultation & Support | Infrastructure Access & Services | Training Future Scientists
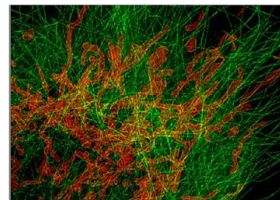
Core Facility	Advanced Cell Exploration Core	Cell Imaging Core	Flow Cytometry Facility	Lipidomics Core	Transgenic Core Facility	Workshop	Autoclave Repair Core
# of Technical Staff*	2	3	3	1	1	2	3
Infrastructure Access or Services?	Both (primarily service-based)	Both (primarily infrastructure access)	Both (primarily infrastructure access)	Both (primarily service-based)	Service-based	Service-based	Service-based

* Technical personnel count includes core facility manager/coordinator

FoMD Cores Support a Broad User Base

- **Broad user base** – supporting 8 Faculties from the College of Health Sciences and the College of Natural and Applied Sciences.

External, 18 | CNAS, 79 | CHS - Other, 26 | CHS - FoMD, 422

545 Users

219 Research Groups | **8** UofA Faculties | **9** External Entities

>57% Users are Research Trainees
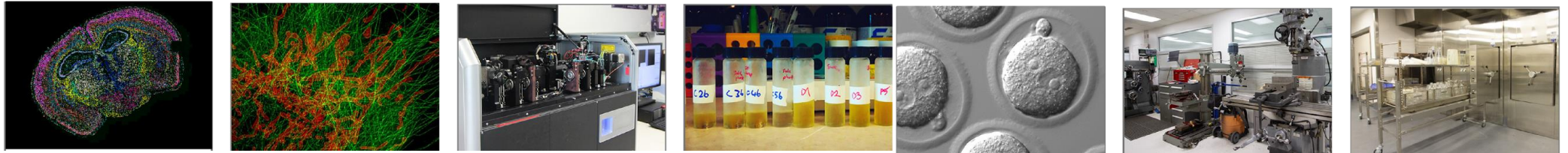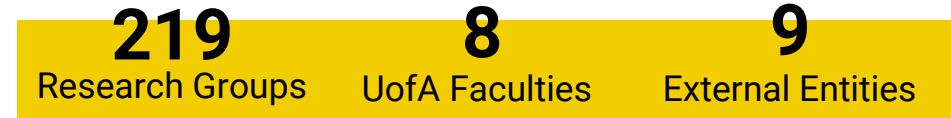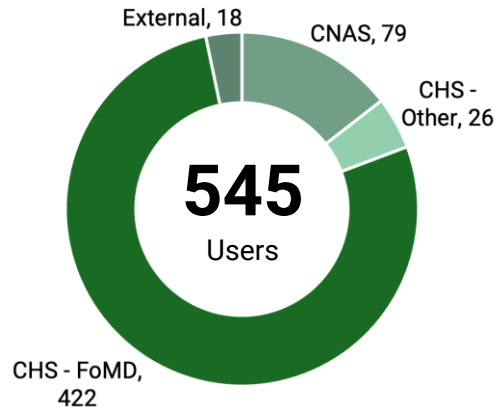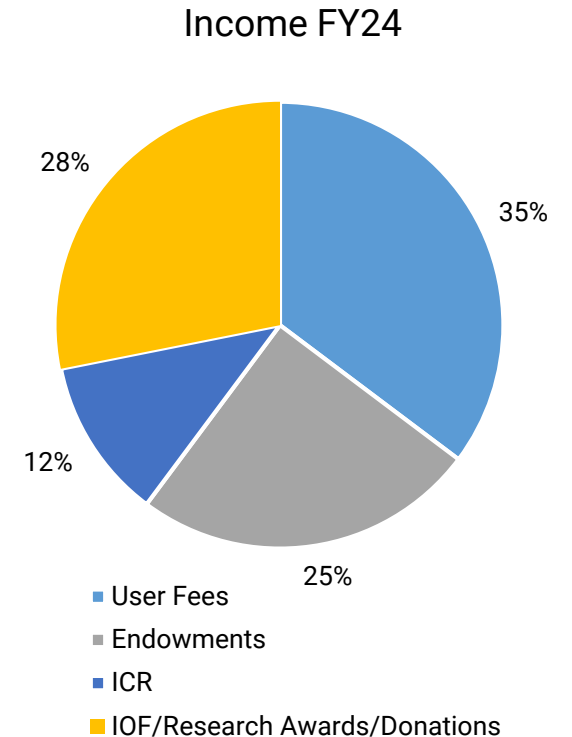
+8.5% Increase in Users from FY23

Core Facility	Advanced Cell Exploration Core	Cell Imaging Core	Flow Cytometry Facility	Lipidomics Core	Transgenic Core Facility	Workshop	Autoclave Repair Core
# of Users	74	203	259	23	31	109	24
# of Research Groups	54	99	102	21	31	101	20

Financial Overview 2023-24

- User fees were 65% subsidized in 2023-24 for all internal users regardless of affiliation. Subsidy sources are primarily sourced from FoMD (endowments, ICR, research awards/donations and CFI IOF).

$2.6M Expenses   **$927K** User Fees   **$1.6M** Funding Support

Bar chart: Funding (in Millions) by fiscal year

	FY20	FY21	FY22	FY23	FY24
Subsidy %	69%	64%	61%	53%	65%

Legend: Funding Support, User Fee Revenue

Expenses FY24
- Salaries and Benefits — 47%
- Expenditures (Supplies, Service Contracts, Other) — 24%
- Capital Assets — 29%

Income FY24
- User Fees — 35%
- Endowments — 25%
- ICR — 12%
- IOF/Research Awards/Donations — 28%
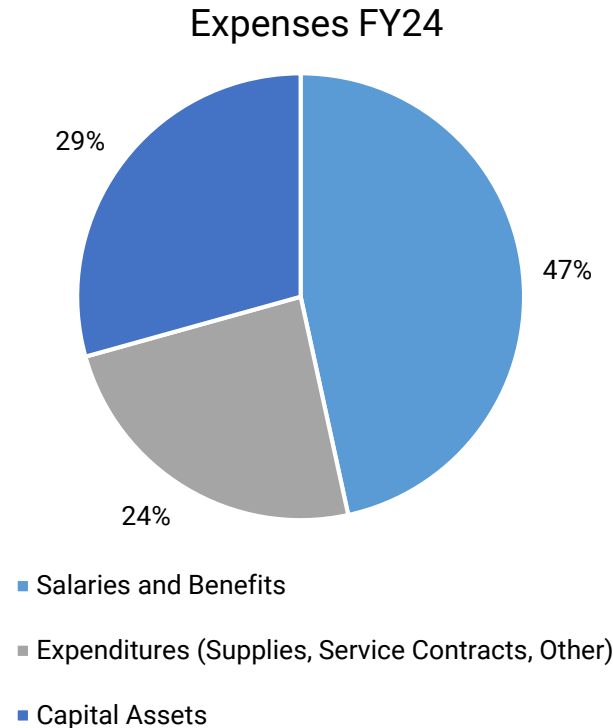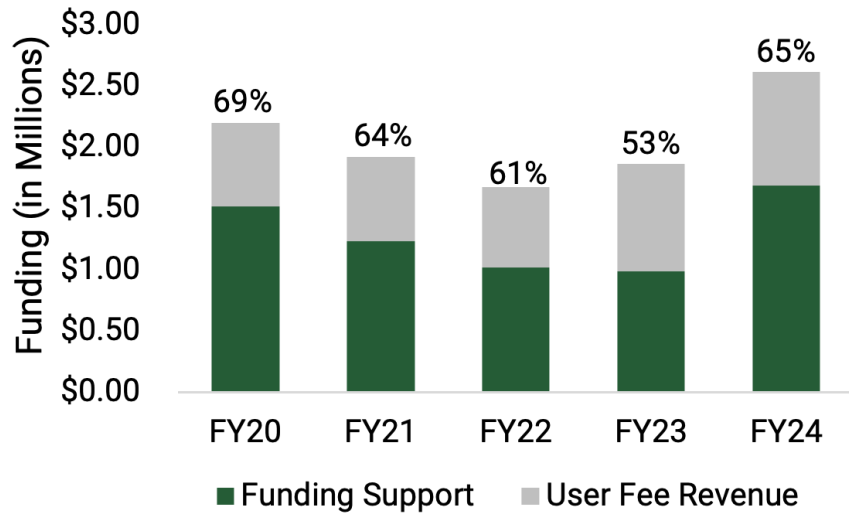
Access to Cutting-edge Infrastructure

Ten new instruments were integrated into the cores in 2023-24 including:

ACE
- Vizgen MERSCOPE Spatial Transcriptomics Instrument
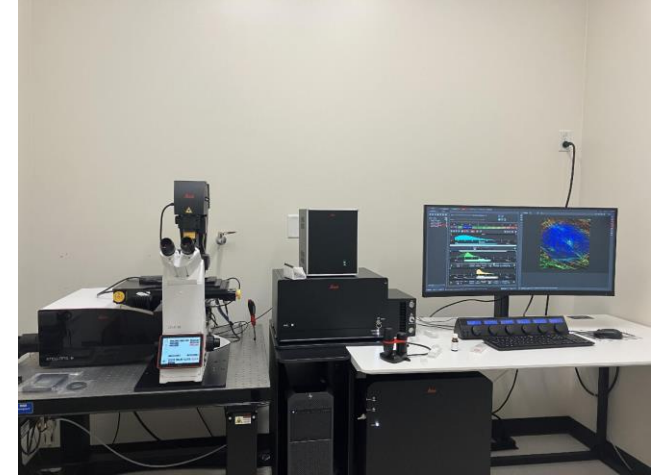- BioTechne JESS System
- TelesisBio BioXP 3250 System

FLOW
- Cytek Northern Lights 3000 Spectral Flow Cytometer
- Cytek Amnis Imagestream mkII Imaging Flow Cytometer

CIC
- Leica Stellaris 8 Confocal Microscope
- Leica Thunder Deconvolution Widefield Microscope
- Zeiss Cell Discoverer 7 Live Cell Imaging Widefield Microscope

Training & Education Highlights

- 423 hands-on training sessions (75% of users are research trainees).

- New seminar series highlighting core facility technologies and UofA researchers (9 seminars held, access to slide decks here).

- In total the FoMD Core Research Facilities organized or gave 26 seminars and provided lectures, demos and facility access to students enrolled in 5 undergraduate courses.

5 Undergraduate Courses

26 Seminars

423 Hands-on Training Sessions
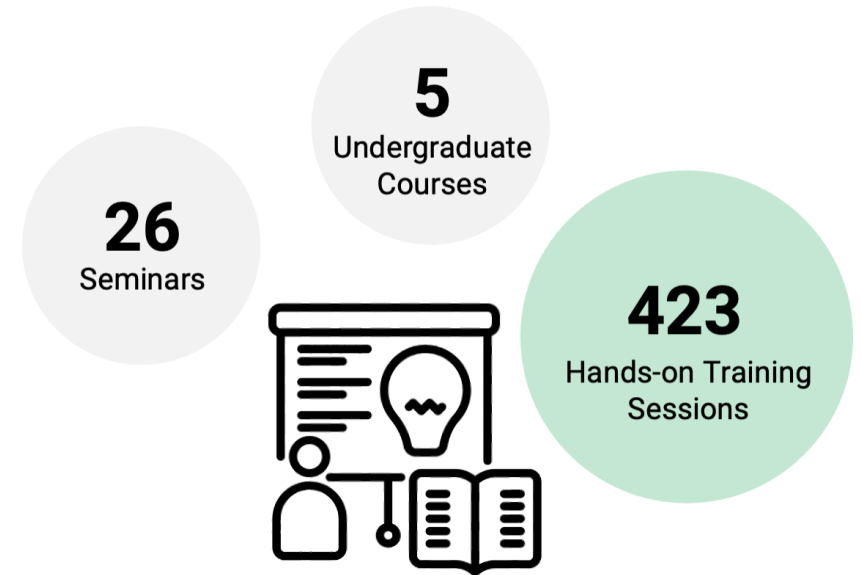
Policy and Facility Updates

- FoMD policy to establish a core facility (2023)

- Guidelines for Equipment Purchases and Placement in Core Facilities or Other Research Spaces (2023)

- New Cell Imaging Core Coordinator, Dr. Hilmar Strickfaden, was recruited in July 2023.

- Increased technologist staffing level in Flow Cytometry Facility to 2 FTE.

- New Academic Lead of the Transgenic Core Facility: Dr. Anastassia Voronova

- Renaming of the High Content Analysis Core to the Advanced Cell Exploration Core.

- Rejuvenated Cell Imaging Core training policy for new users.

Expert Consultation & Support

- Core Research Facilities promote a higher level of experimentation at the UofA.

- Free consultation sessions for UofA researchers: experimental design, selecting the best infrastructure for your research plan, suggestions of new technologies or methods to support your research goals.

- Letters of support for grant applications.

- Troubleshooting and data analysis support.

How can the cores support you better?

Contact Us

Measuring our Learning & Work Environments

Melanie Lewis MD MEd FRCPC

Chief Wellbeing Officer

FoMD, University of Alberta

Hot Spot Surveys

Adapted from University of Auckland, Led by Dr Fiona Moir

Implemented by the MD Program & the Chief Wellbeing Officer with full support of the clinical department chairs in 2022

Addresses mistreatment from the perspective of the **PLACE**

- Not focused on the **person** or the **program**

- Complimentary to racism reporting, hot spot surveys provide additional environmental data points

- Complementary with course reports, evaluations and professionalism reporting.

MD Pilot in June-August 2022; full implementation AY 22-23

Grad Pilot in 23-24 (Physiology)

PGME Pilot in 23-24 (PGY-1 Year)

Hot Spot Surveys
'have you witnessed or experienced'
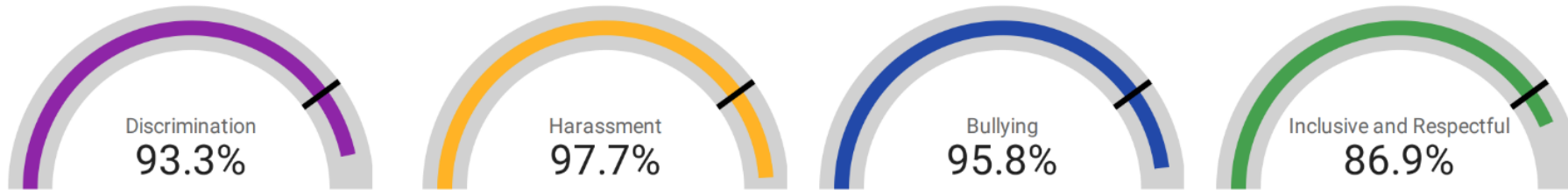
Discrimination
93.3%

Harassment
97.7%

Bullying
95.8%

Inclusive and Respectful
86.9%

Satisfaction by Hot Spot Domain. A higher value reflects a higher satisfaction rating, averaged over all respondents. The standard is set at 80%.

Rotation	Count ▼	Discrimination	Harassment	Bullying	Inclusive and Respectful
MED 546	52	93%	98%	96%	87%

Dashboards

Satisfaction by Hot Spot Domain. A higher value reflects a higher satisfaction rating, averaged over all respondents. The standard is set at 80%.

Rotation	Count ▼	Disc. Free	Harass. Free	Bully. Free	Inclusive and Respectful
Clerkship 1	192	91%	90%	84%	73%
Clerkship 2	177	99%	99%	98%	95%
Clerkship 3	177	95%	95%	95%	87%
Clerkship 4	176	97%	98%	97%	92%
Clerkship 5	150	96%	94%	92%	82%
Clerkship 6	120	98%	99%	99%	94%
Clerkship 7	90	95%	96%	93%	92%
Clerkship 8	81	98%	98%	98%	95%
Clerkship 9	78	93%	94%	95%	84%
Clerkship 10	53	99%	99%	99%	95%

The gauges show: Discrimination Free 95.8%, Harassment Free 96.0%, Bullying Free 94.3%, Inclusive and Respectful 87.7%.

Hot Spot Administration

- Regular data collection from learners (following rotations)

- Quarterly review with CWO

- Quarterly reports to dept chairs

- Quarterly review with accountability

Communication Strategy

- Initial and ongoing communication around initiative to all key stakeholders: learners, leaders, faculty

- Intended to be supportive, not blaming or shaming

- The hotspots helps identify environments with challenges requiring special attention

- Stakeholders come together to discuss underlying causative factors

- Problem solve solutions: faculty development, health promoting policy, identify additional resources (admin support), involve other health professions

Lessons Learned at UA MD Program

➢ Value of timely, on demand data, to identify learning (and work) environments in difficulty

➢ Hot Spot data can facilitate customized strategies and supports to specific clinical sites or teams

➢ Tracking progress quarterly can help those sites or teams take greater ownership and builds in ongoing accountability and quality improvement

➢ Hot Spot Surveys are one tool in our toolbox to address issues of mistreatment, professionalism, discrimination, racism and psychological safety

➢ Demonstrates to learners and accreditors that we strive to optimize the learning environment; learners are provided agency to influence the complex clinical environment

➢ Ongoing surveillance and support for the learning and work environment supports everyone in that environment (patients, faculty, other health professionals, and learners)