

Biomedical Science Review

Town Hall #2 A Call to Action

April 16, 2025



UNIVERSITY
OF ALBERTA



Agenda



Baseline assessment and future projections (Richard Lehner)



Defining biomedical sciences success (Alan Underhill)



Strategy for success (Meghan Riddell)



Discussion (All)

History

Ongoing discussion about imagining the future of biomedical science



November 28th faculty town hall

January 6th TOR approved – to review biomedical science in order to ensure future success

January working group established through self nomination & voting

9 working group meetings & 1 town hall

To be successful the working group will:



Engage

Members of the FoMD in a thoughtful, constructive, and candid discussion about how to best position biomedical science in the FoMD for future success.

Complete

- Define institutional success
- Baseline assessment & future projections
- Literature synthesis
- Environmental scan
- Internal consultations
- External review

Submit

Report to the Dean by September 30, 2025.
Recommendations for the optimal environment for biomedical science (research, education and service) in the FoMD.

How will we work together?

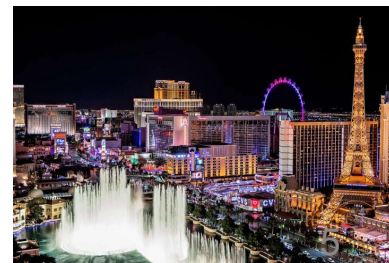
1. We will be curious and open minded.



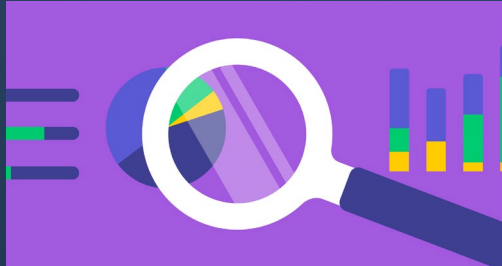
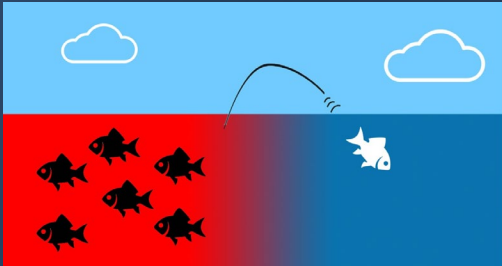
2. Everyone has a chance to listen, to be heard and to contribute. Trainees/early career go first.



3. Vegas rules. No attribution. We engage our colleagues.



Our Approach





Richard Lehner

Baseline Assessment & Future Projections

Goals

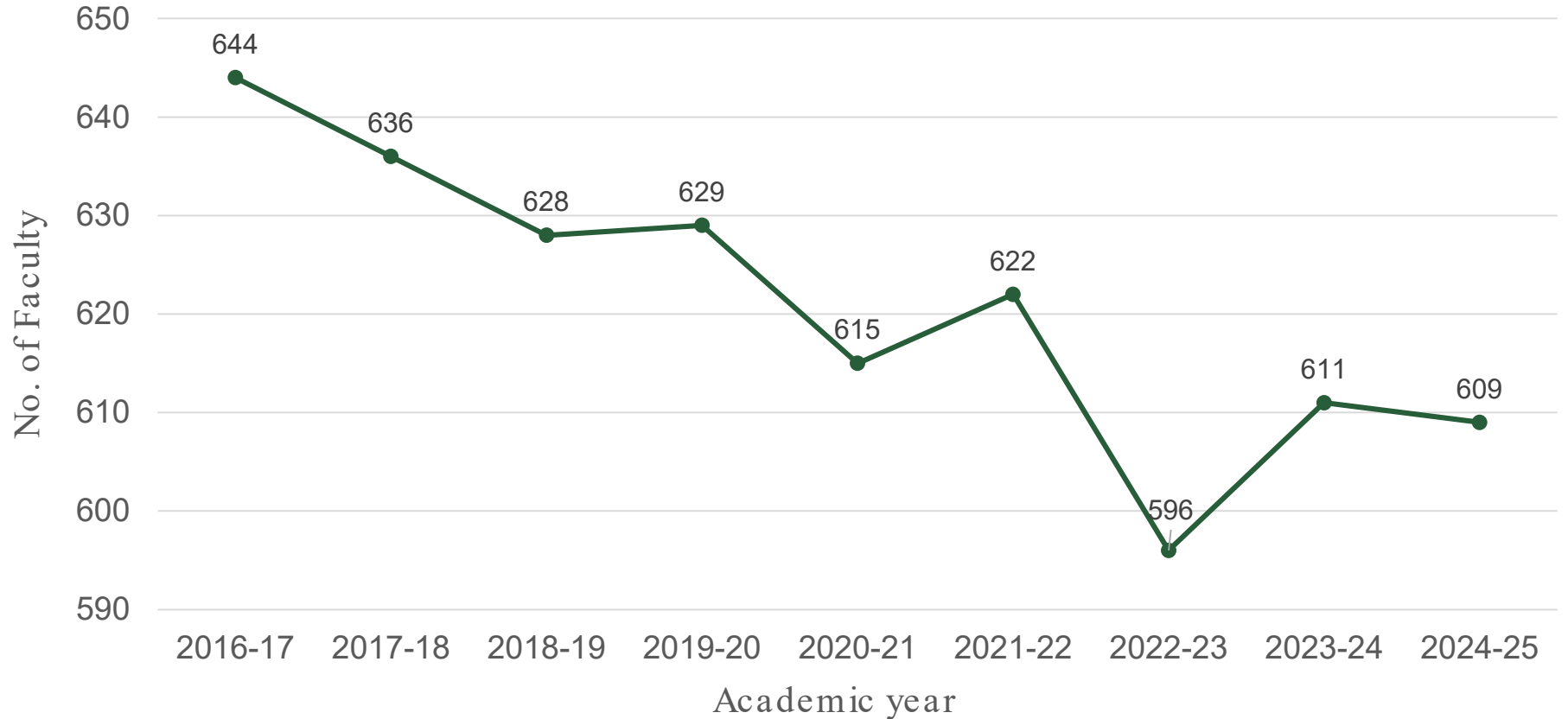


DEVELOP DATA
INFORMED
UNDERSTANDING



STIMULATE THINKING
TOWARDS POTENTIAL
STRATEGIES

Number of FoMD Faculty



Data Sources



Biomedical faculty were included (from Peoplesoft HCM) if salary paid by UoA



The dividing line between pillars is subject to interpretation

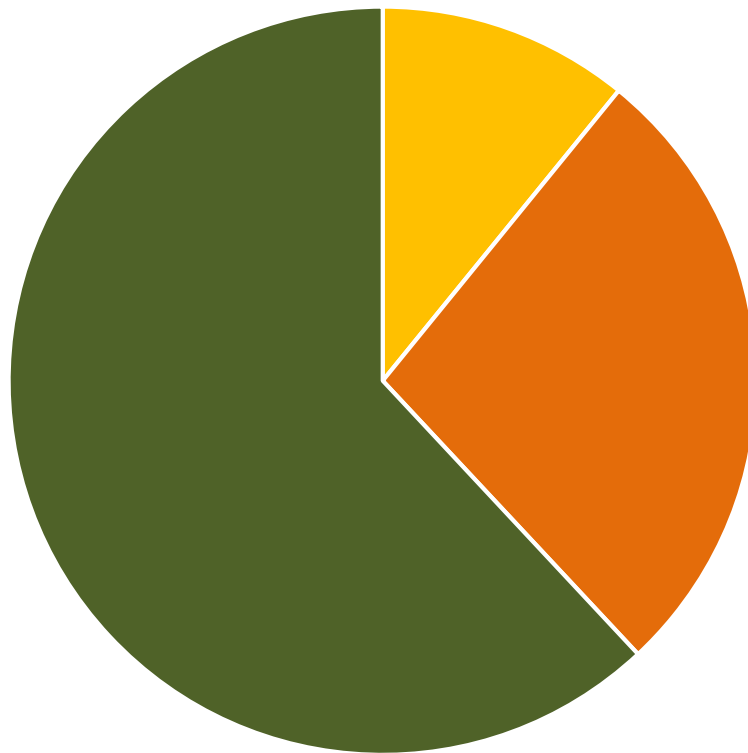


Biomedical faculty from 2023-24 were verified by Department Chairs based on the CIHR pillar 1 definition



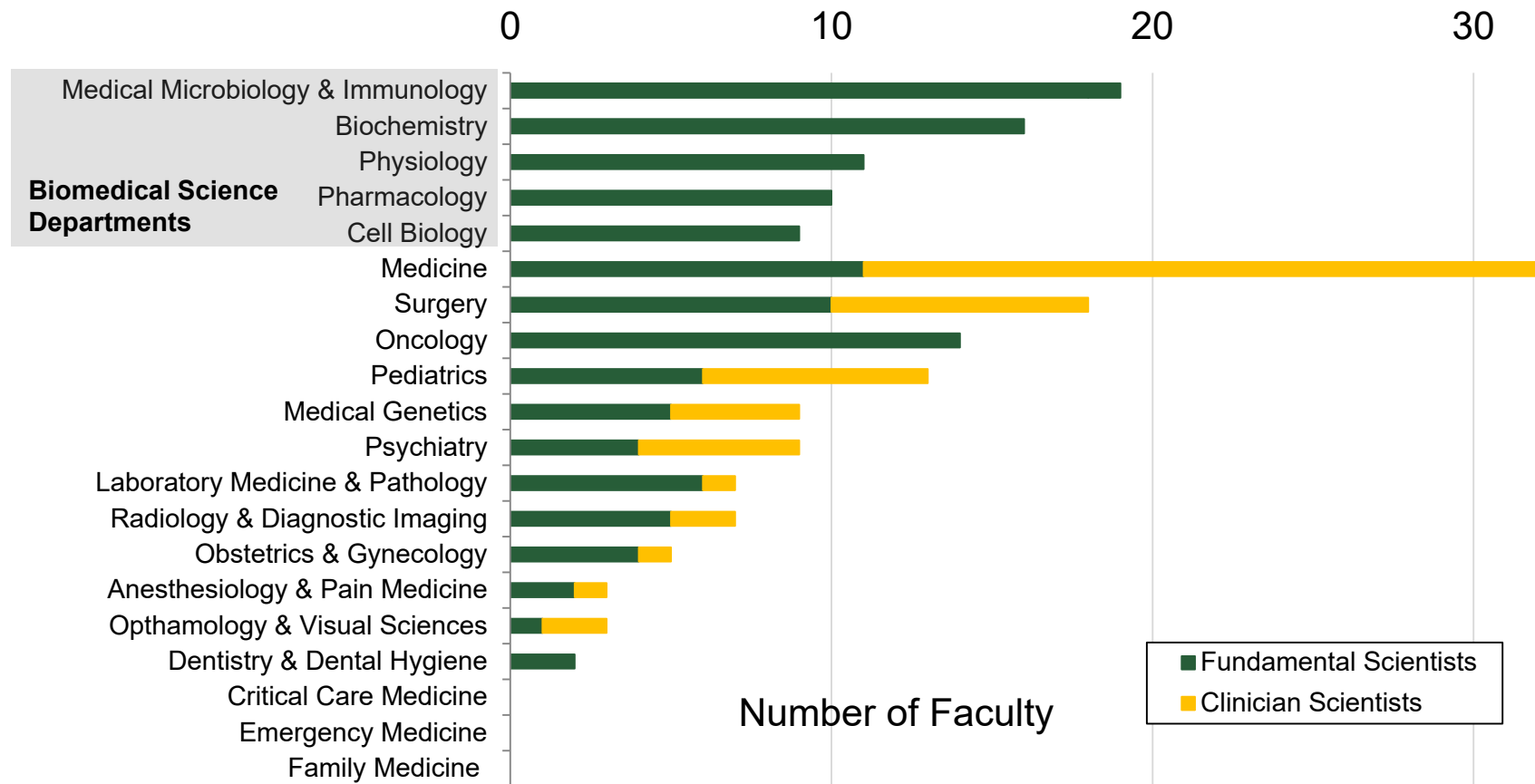
Research revenue (\$ received) is based on the nominated principal applicant

186 Biomedical Faculty in FoMD (2024)

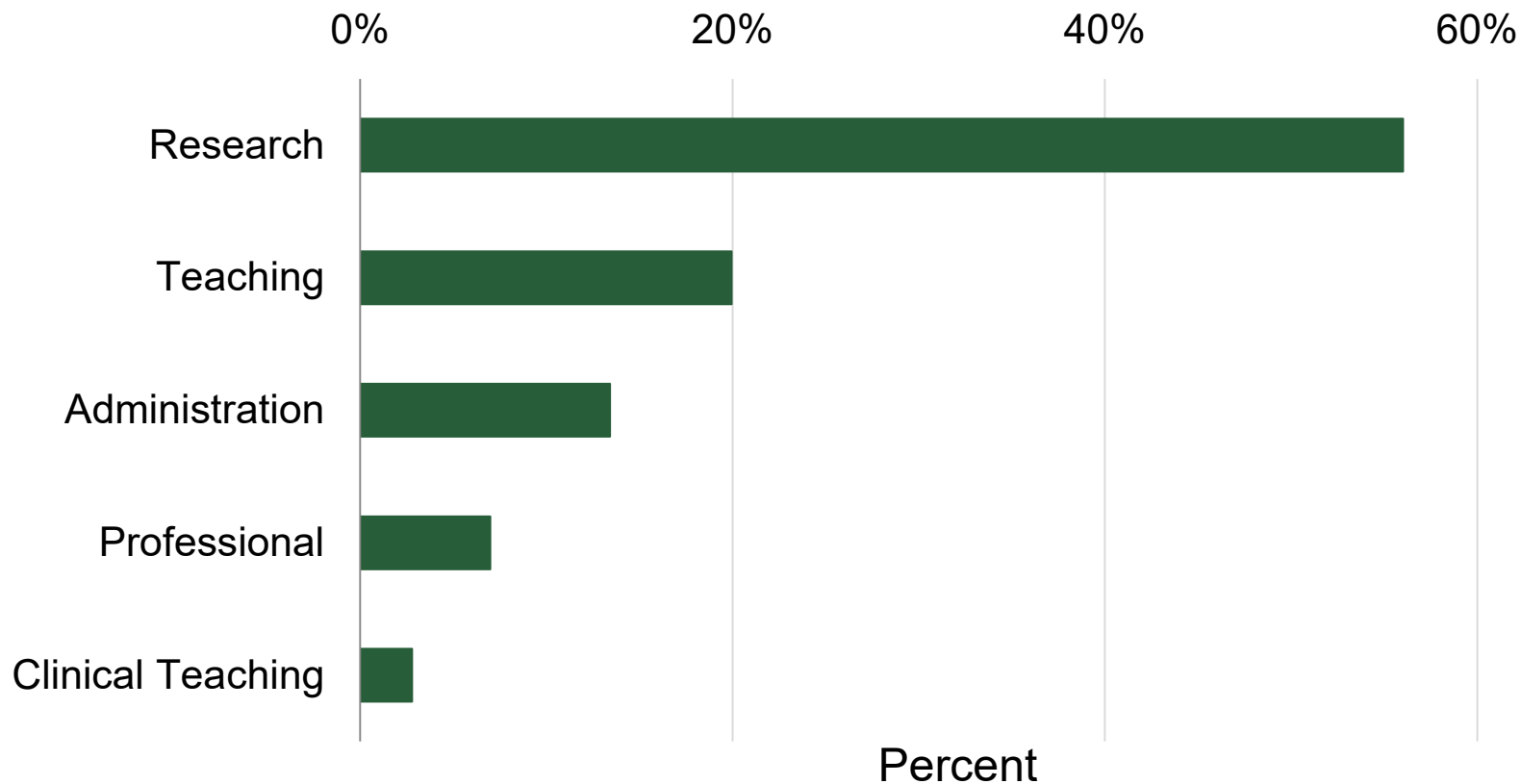


■ Assistant Professor ■ Associate Professor ■ Full Professor

Biomedical Science Faculty by Department (2024)



Average Job Profile (2024)



Sample Academic Products (2024)



\$78M in research revenue (\$22M Tri Agency)



568 publications



7117 class enrolments & 209 graduations from 6 undergraduate science programs



83 MSc /PhD graduations



98 postdoctoral scholars

Assumptions With Some Certainty



AHFMR transition fund ends 2027

- 18 faculty positions ~\$3.2M/year in salary
- 16 are biomedical scientists
- Support will move to base budget



Faculty required to submit a balanced budget

Assumptions With Little Certainty



FoMD university base budget remains stable
(no increase or decrease)



University settlements with unions are
unknown & modelled as salary increases of
3%/yr x 3 years

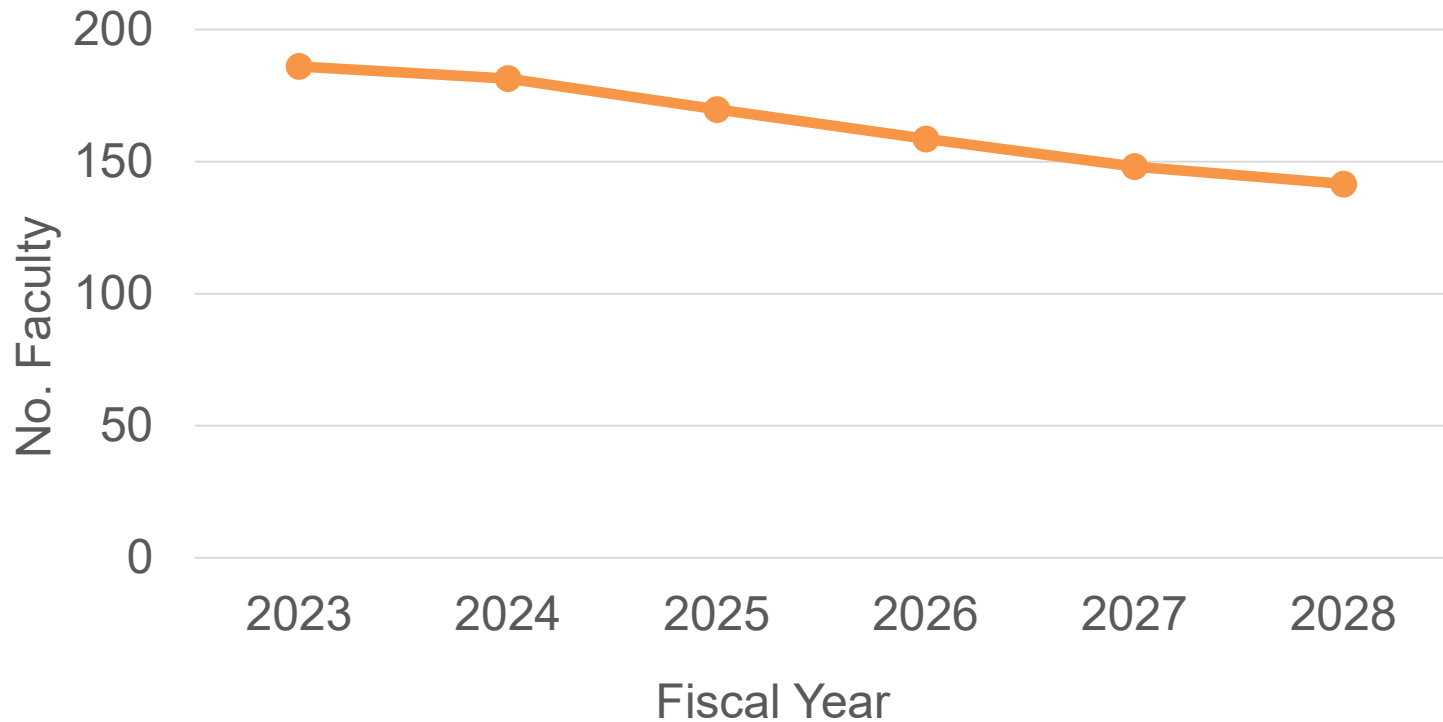


~3-4%/year increase in payroll due to
COLA/Merit



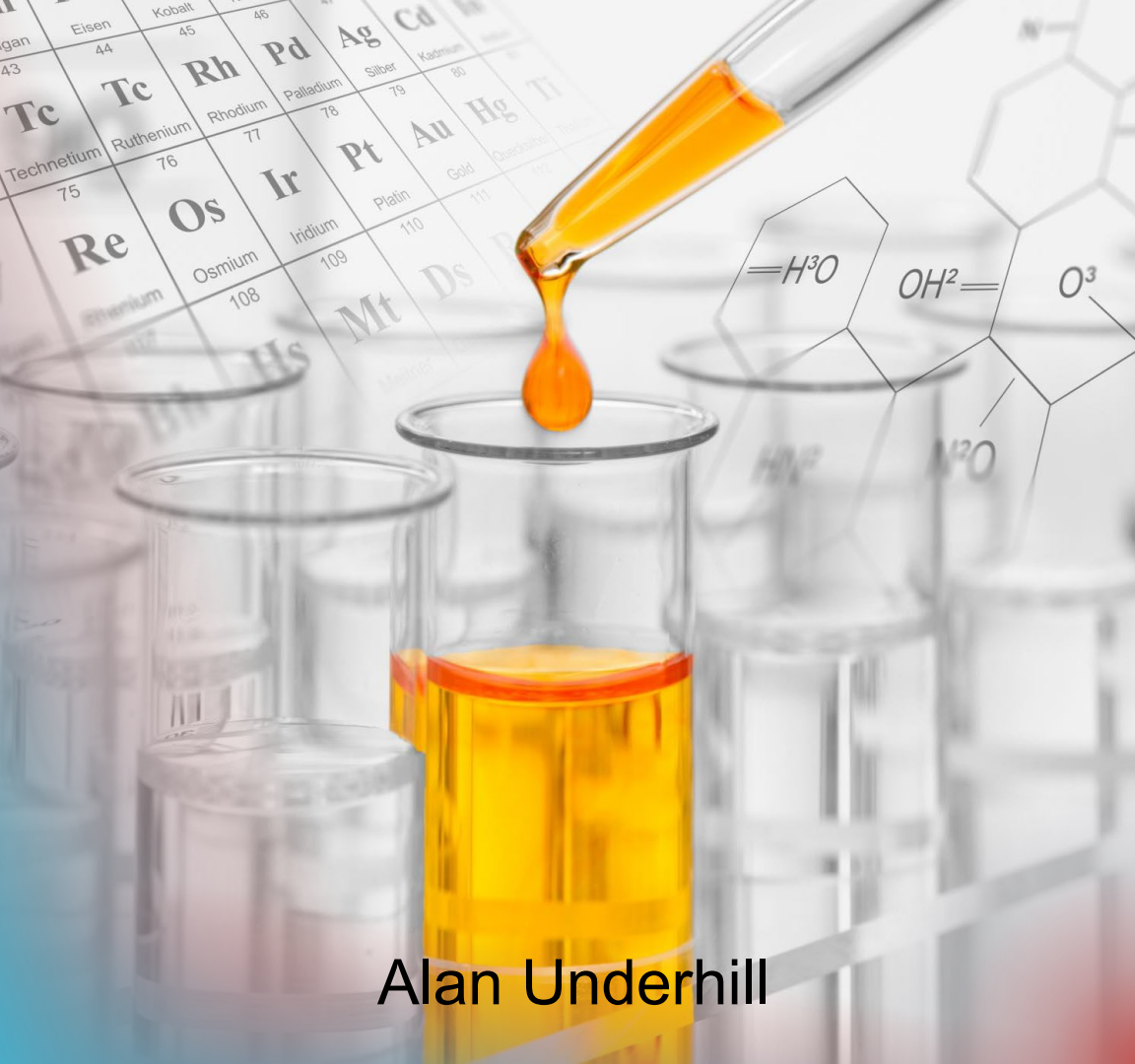
Changes to faculty is through strategic hiring
and attrition (no job losses)

Projected Biomedical Sciences Faculty



A close-up photograph of several people's hands and forearms stacked in a circular formation, creating a sense of unity and teamwork. The hands are of various skin tones, and the people are wearing casual clothing like t-shirts. The background is slightly blurred, focusing attention on the hands.

**Given these
circumstances what can
we do?**



Defining Biomedical Science Success

Alan Underhill

Aspirational Goals



Excellence in research



Excellence in education and training



Service to society



Institutional infrastructure



Financial sustainability



Excellence in Research



Innovative research



Sustained funding



Intellectual property
& translation



Excellence in Education and Training



Recruitment, retention
and career progression



Quality of training
programs



Innovative teaching
and mentorship



Service to Society



Meeting societal needs



Leadership in research



Community engagement



Institutional Infrastructure



Core facilities



Culture



Collaboration

Financial Sustainability



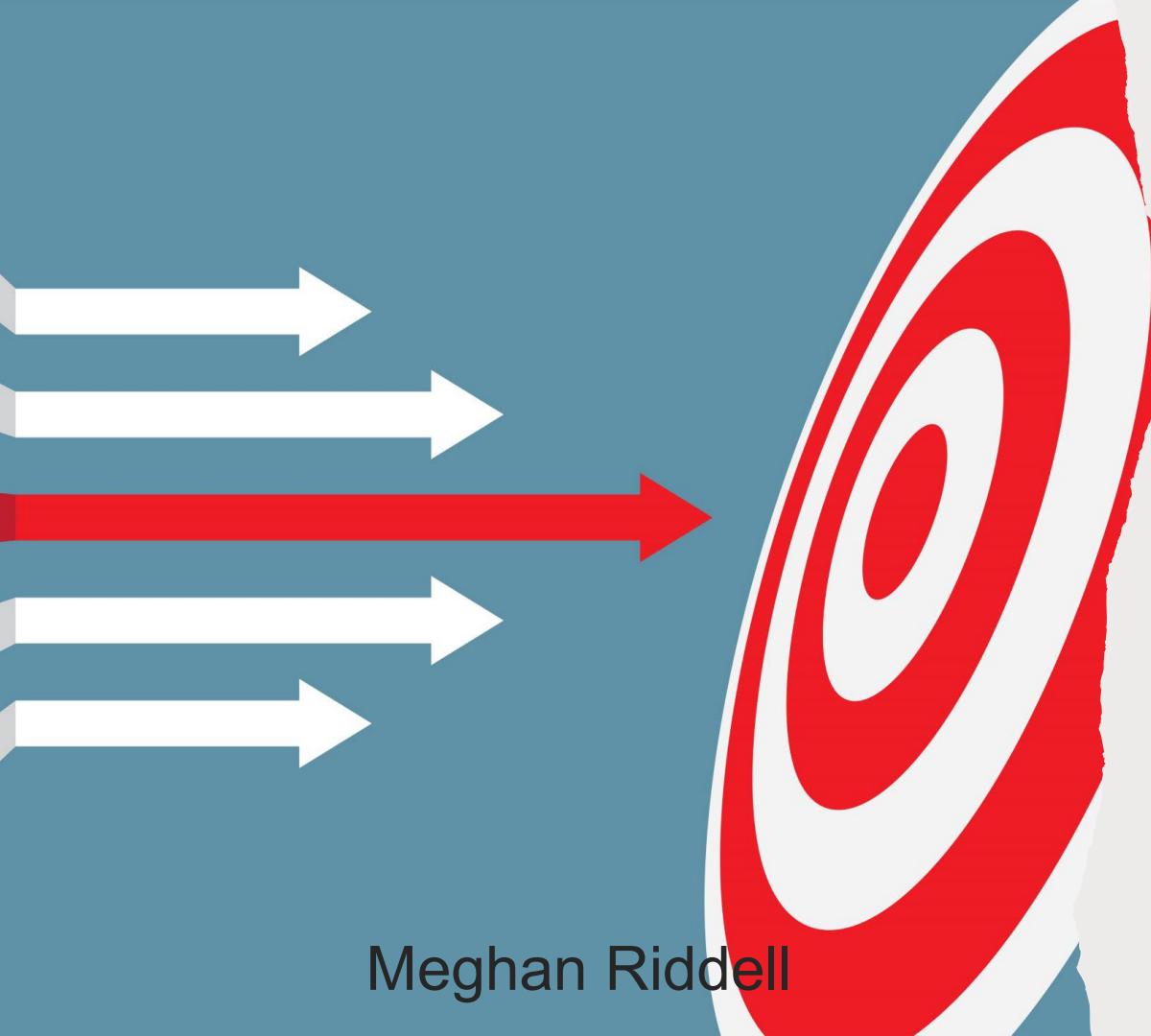
Diversify revenue streams



Support entrepreneurial activities



Cost-efficient operations



Strategy for Success

Meghan Riddell

Community Engagement



Desmond Amoah



Alan Underhill



Richard Lehner



Todd Alexander



Janis Galloway

Literature Synthesis is



Ritu Mann-Nüttel



Kelly Lee



Elena Posse de Chaves

Environmental Scan



Joanne
Lemieux



Rineke
Steenbergen



Denis
Fortin



Hanne
Ostergaard



Joanne
Simala-Grant

FoMD Leadership Retreat - May 30th



Meghan Riddell



Sue-Ann Mok



Andrew Simmonds

External Review Sept. 15-16, 2025



Ted Allison
(UoA)



Lynn Postovit
(Queens)



Marie Jose Hébert
(UMontréal)

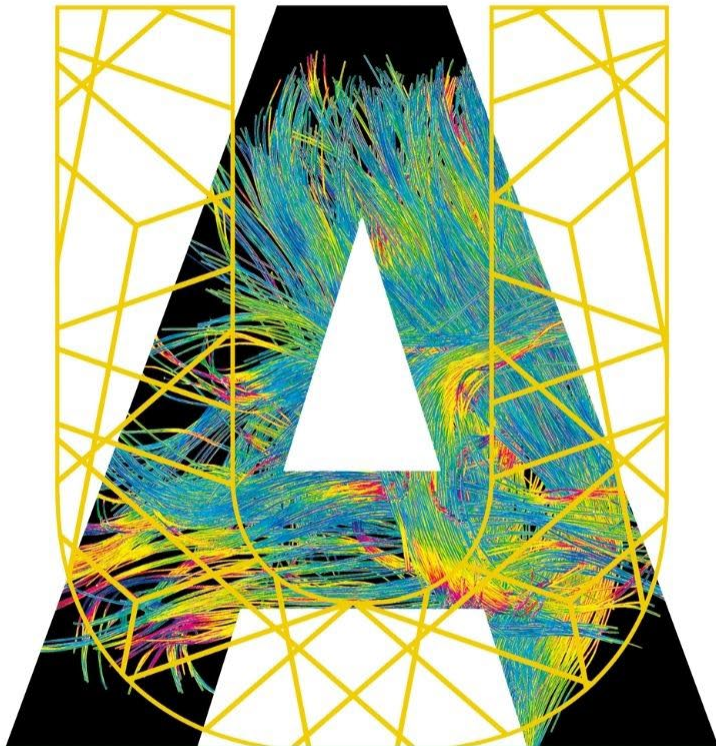
Get Involved

Late-April

- **Online survey**

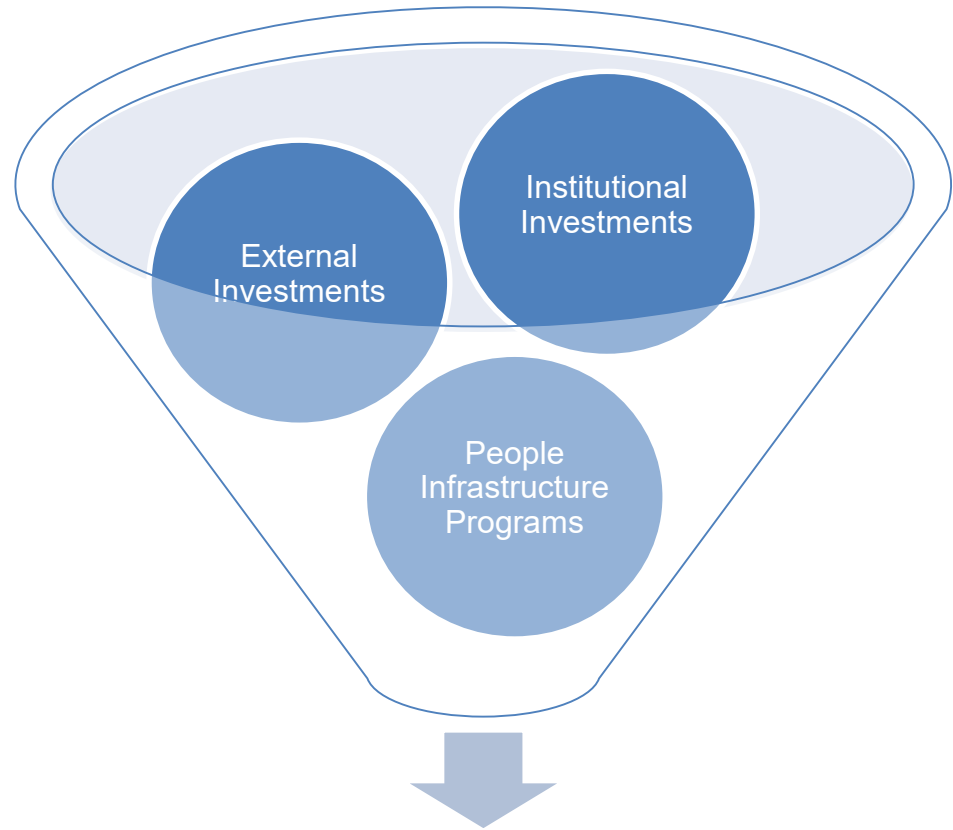
May

- **In-person focus groups**



Watch for information in newsletters and uab.ca/biomedical-review

How to optimize success?



Breakthrough Discoveries
Trained Scientists, Educators & Professionals
Societal Impact