



MINUTES

Faculty of Medicine & Dentistry
Faculty Council Meeting
November 19, 2019
4:00 - 5:30 pm
Classroom "D" Conferencing to
RM2SO57 Robbins Pavilion
Royal Alexandra Hospital

Present: As per attached list. **Attendance list may not reflect everyone in attendance**

1. **CALL TO ORDER**

Dr. D. Kunimoto called the meeting to order at 4:00pm and welcomed everyone to the November 19, 2019 Faculty Council meeting and acknowledged the video connection to the RAH.

2. **APPROVAL OF AGENDA**

Agenda was accepted as circulated.

3. **APPROVAL OF SEPTEMBER 17, 2019 MINUTES**

MOVED by Dr. B. Ballermann and **SECONDED** by Dr. C. Holmes the minutes for the September 17, 2019 meeting be approved as circulated. **CARRIED.**

4. **INTRODUCTION OF NEW FACULTY & NEW LEADERSHIP POSITIONS**

Dr. D. Williams, Dr. B. Ballermann, Dr. R. Tsuyuki and Dr. D. Eisenstat did introductions of new faculty and leadership positions. See attached, for complete list of new faculty & positions.



1. Introduction of
New Faculty & New

5. **DEAN'S REPORT**

Dr. D. Kunimoto presented his report:



2. Dean's Report.pdf

- Unsure of what the Campus Alberta Grant will be for 2021.
- New budget model starts April 1st for the University of Alberta and are unsure of the impact it will have on FoMD.
- NASA negotiations are currently underway and AAUSA will start in January.
- Ongoing meetings to discuss how to mitigate the cuts are in process, but difficult decisions will need to be made.
- Salaries represent 70-80% of the FoMD budget.
- Increase of income options:
 - Tuition increase by 7% per year for 3 years.
 - Class size increase or new courses.
 - Further discussions with the students re:tuition increase, to ensure that students in need are not disadvantaged.
 - International training.
 - China summer school – potential to expand.
 - Exploring a joint institute where we would export and license our MD Curriculum Program to a school in China and assist with the set up.
 - Fundraising – typically for a specific research or project – funds typically not used for salary.

Floor opened to suggestions on how FoMD could generate more funds:

- International training – emphasize needed that the funds go to the departments and that funds can be used.
- Increasing the number of medical school spots –need to increase the number of residency spots.
- Concepts – bring in medical students from other jurisdictions – return of service agreement – no requirement to provide residency spot. Not enough room to train too many medical students.
- Satellite sites - costs money.
- Any further suggestions can be sent to the Office of the Dean.
- Decrease expenses:
 - TRIPP program – a retirement program that allows people to wind-down and have funding for their labs. Has been successful in assisting people retire in a planned manner.
 - Retirements have not been replaced in the last few years.
 - Non-essentials – majority of departments have made cuts.
- Space charge – under the new budget model.
 - Previously there was no incentive to give up space.
 - Further discussions needed.

6. VICE DEAN, FACULTY AFFAIRS

F. Brenneis

i. Academic Teaching Staff



3. Academic Teaching Staff.pdf

ii. Academic Teaching Staff- Evaluation



4. Academic Teaching Staff-Evalu

iii. General Faculties Council (GFC) Report



5. General Faculties Council (GFC) Repor

iv. General Faculties Council – Elected Rep

J. White



7. GFC Elected Rep.pdf

v. FEC Standards for Faculty Services Officers – Update



6. FEC Standards for Faculty Service O

7. VICE DEAN, EDUCATION

S. Schipper

- Working on managing the budget and multi-year planning.
- Sponsored trainees and trainees coming from different Countries– How does the Faculty feel about that? Further discussion needed.
- UME – Government’s introduction of Bill 21 – causing anxiety in 4th year medical students and for the Department of Family Medicine and other departments may experience challenges controlling where physicians can work once they graduate.
- Initiating discussion on tuition increase.
- Post grad for next year – external and internal visits.
- Scholarship day – December 5th, 2019.
- Community engagement transition – realignment.
- Space review in process.

8. VICE DEAN, RESEARCH

R. Lehner

- Canada Research Chairs – currently five applications for tier two and two applications for tier one, that are going forward.
- Nominations come out 3 times a year and encourage everyone to apply.
- CFI – two streams – CFI Innovation Fund – FoMD Deadline is January 20, 2020 – combined over \$50million.
- JELF – smaller grants – 19 applications received with a maximum request of \$400,000 per applicant – committees have been formed and will meet in early December.
- Core Facilities – upgrades are happening in imaging.

9. OTHER BUSINESS

None

10. ANNOUNCEMENTS

No items.

10. NEXT MEETING

The meeting was adjourned at 5:13pm.

The next meeting will be held on: **Tuesday, March 17, 2020 from 4:00 - 5:30 PM – in Classroom D (2F1.04WMC) – Video Conferencing to: RM2S057 Robbins Pavilion**

For Information Only

Meeting document attachments went out November 5, 2019 via email.

ATTENDANCE LIST – November 19, 2019

Approved @ Faculty Council – March 17, 2020



November 19 2019
Sign In.pdf

(May not reflect everyone in attendance)



Department of Surgery

Lucas Dean - Assistant Professor (Special Cont.)

Danielle Dumestre - Assistant Professor (Special Cont.),

Nathan Hoy - Assistant Professor (Special Cont.)

Noah Switzer - Assistant Professor (Special Cont.)

(Dr. D. Williams will introduce)

Department of Medicine

Darren Chi Heng Lau - Assistant Professor

(Dr. B. Ballermann will introduce)

Department of Pharmacology

Harley Kurata - Associate Professor

(Dr. R. Tsuyuki will introduce)

Department of Oncology

Yvette Labiuk - Assistant Chair, Administration

(Dr. D. Eisenstat will introduce)



Dean's Report

Medicine & Dentistry					
Campus Alberta Grant Budget Allocation by Department/Unit					
2019-2020 Base Budget Cut Projections					
<i>assumes exemption of Directed Envelope funding continues</i>					
<i>See Note below</i>		430000 - Base Allocation at September 2019	Adjusted Base (per Directed Envelope Funding Exemption)	2019-20 one-time	2020-21 CampusAB Cut 6.9% plus any new cut
Departmentid & Name			88.73%	-4.70%	-6.90%
Faculty Supported Groups		18,068,244	16,032,230	(753,515)	(1,106,224)
Departments		81,389,434	56781499.69	(3,302,208)	(4,847,922)
Totals		99,457,678	72813729.35	(4,055,723)	(5,954,146)
				1-time	permanent

Ministry of Advanced Education – Operating Expense

(millions of dollars)

	2018-19 Actual	2019-20 Estimate	2020-21 Target	2021-22 Target	2022-23 Target
Operating Expense					
Ministry Support Services	12	11	10	10	10
Support for Adult Learning	81	80	79	79	79
Apprenticeship Delivery	32	37	38	39	39
Student Aid	230	232	207	210	213
Foundational Learning Supports	97	97	96	96	96
Post-Secondary Operations	1,939	4,660	1,545	1,432	1,319
Total Operating Expense	5,392	5,117	4,976	4,866	4,756

Many details unknown:

- Fiscal 2021 campus Alberta grant
- Impact of the new UA budget model
 - AAUSA and NASA negotiations
- Senior leadership are discussing how to mitigate cuts as much as possible but changes and difficult decisions will be necessary

Possible Solutions

- Increase income
 - or
- Decrease expenses

Increase income

- Tuition: 7%, Class size, new courses,
 - International Resident training
- China summer school, China faculty development, joint institute
 - Advancement
 - Other suggestions?

Decrease Expenses

- Retirements:TRIP
- Don't replace retirements
 - Cut nonessentials
 - Cut Programs?
 - Other suggestions?

Academic Teaching Staff

- Board of Governors (“BoG”)- Mandate to Administration was to develop an academic performance evaluation and career progression model which would demonstrate the University’s commitment to a teaching-intensive career path, and
- Provide the ability to establish greater position security and a range of appointment options
- Ratified under the new Collective Agreement and its Schedule D, Faculties now have provisions for academic performance evaluation and a career progression model-essentially the tools to recognize and reward educational leadership, curriculum development and outstanding teaching
- These tools allow the creation of a teaching-intensive career path, validating the U of A conviction that all academic work is highly regarded

Academic Teaching Staff (ATS)

- Faculty of Medicine & Dentistry (“FoMD”) has about 48 ATS Members, 40 in Dentistry, and eight others scattered across four other departments (Surgery, Oncology, LM-P, and Physiology)
- Academic Faculty on a Phased Post-Retirement plans are appointed as ATS Members (~20 now)
- Formerly known as Contract Academic Staff-Teaching (CAS-T)
- Agreement between the BoG and AASUA, May 2019, and came into reality July 1, 2019
- Funding source can be Operating Budget, or any other source of funding that permits payment for such responsibilities
- Emphasis of these responsibilities is teaching or teaching related responsibilities that should include University credit courses
- Full-time and part-time positions
- If within assigned duties, are eligible to co-apply for research funding and may hold funding. Currently, are not allowed to supervise students as the sole supervisor.

Academic Teaching Staff

- Each Faculty has been tasked with developing guidelines and principles in order to effectively implement the terms of this new agreement
- The FoMD ATS Evaluation Standards for Academic Teaching Staff gets this expectation started
- Forty-eight ATS Members, eight voted, majority indicated support-November 3, 2019

Academic Teaching Staff

- Ranks: Assistant Lecturer, Associate Lecturer, Full Lecturer
- Working Titles: Assistant Teaching/Clinical Professor, Associate Teaching/Clinical Professor, Teaching/Clinical Professor
- Contract Status: Term status, Term Recurring status, Term 12 status, Career status
- Promotions:
 - Assistant to Associate-eligible to apply after six consecutive years
 - Associate to Full-eligible to apply after ten consecutive years

Academic Teaching Staff-Evaluation

- Collective Agreement requires establishment of an ATS Evaluation Committee-identifying members, Terms of Reference (“ToR”) accepted by ATS Members
- Department Chair will recommend merit, when eligible, to the Dean for all Term individuals and Term Recurring and Term 12 individuals with less than five consecutive years of service
- All Term Recurring/Term 12 status with more than five years consecutive service, and all Career status individuals eligible for a merit increment, will have their evaluation go to an “Augmented” FEC
- Augmented FEC is the current FoMD FEC with one elected FoMD ATS Member, and one appointed ATS Member by the Provost
- Purpose of the FoMD ATSEC is to monitor progress and process and refine with the ATS Members and the Faculty over time

General Faculties Council (GFC) Report

- New agenda item, whose purpose is to highlight the work of the Dean, and fifteen elected Academic Staff who represent the FoMD at General Faculties Council
- Since September, the Acting Vice Dean Faculty Affairs has invited the elected representatives to meet and consider strategies to improve understanding of the roles of the elected representatives on GFC, and improve communication between the representatives and the Faculty/Office of the Dean
- Regular reporting to Faculty Council was one such strategy
- Dr Jonathan White, Professor of Surgery, has been on GFC for about five years and will provide some background and an update on current academic issues before GFC

FEC Standards for Faculty Service Officers-Update

- The new Collective Agreement and its Schedule B applies to Faculty Service Officers
- The administrative portion of the update-changing the section numbers from the old FSO Agreement to those now in Schedule B is largely done.
- Reviewing the new Agreement and Schedule to ensure the substance of the Standards document still meets any updated requirements of the new Collective Agreement and Schedule



Dr. Jonathan White
Professor Department of Surgery
Elected FoMD GFC Member



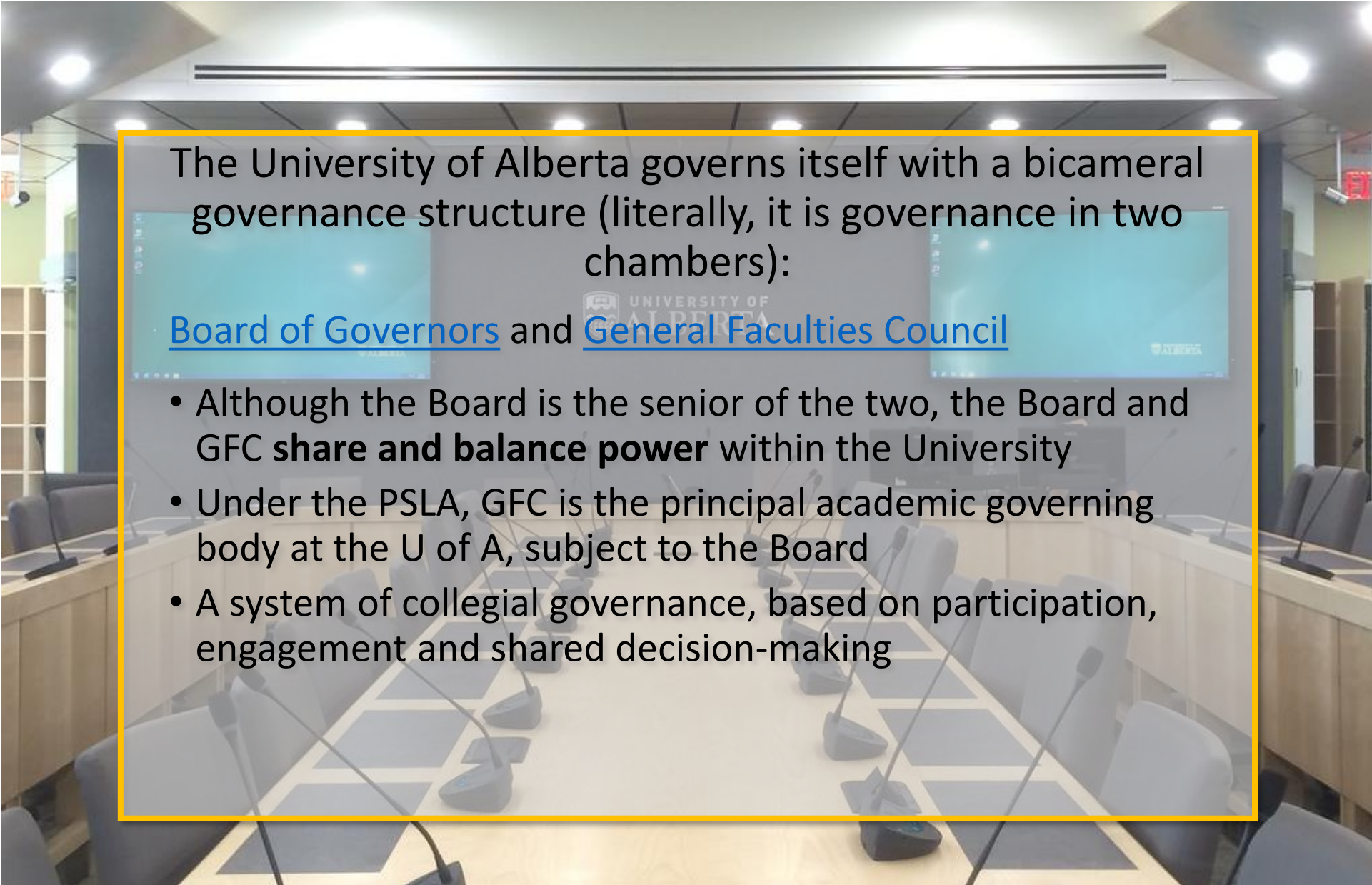
General Faculties Council Update, FOMD

What is GFC?

Who is on it from FOMD?

Recent topics of interest

With grateful acknowledgement to Marion Haggerty-
France for her assistance with slides



The University of Alberta governs itself with a bicameral governance structure (literally, it is governance in two chambers):

[Board of Governors](#) and [General Faculties Council](#)

- Although the Board is the senior of the two, the Board and GFC **share and balance power** within the University
- Under the PSLA, GFC is the principal academic governing body at the U of A, subject to the Board
- A system of collegial governance, based on participation, engagement and shared decision-making



158 members in total

Elected students = 54 (40 UG + 14 grad)

Elected faculty = 54

Ex officio members = 30 (27 faculty + 3 students)

16 faculty from FOMD + 1 Dean + 1 student

We are the largest faculty (Science 7, Arts 8, Eng 5)

Pirkko Markula	Statutory Academic Staff	Kinesiology, Sport and Recreation
Shannon O'Byrne	Statutory Academic Staff	Law
Jason Acker	Statutory Academic Staff	Medicine and Dentistry
Gary Eitzen	Statutory Academic Staff	Medicine and Dentistry
Tarek El-Bialy	Statutory Academic Staff	Medicine and Dentistry
Basil Hubbard	Statutory Academic Staff	Medicine and Dentistry
Pierre Lemelin	Statutory Academic Staff	Medicine and Dentistry
Sean McMurtry	Statutory Academic Staff	Medicine and Dentistry
Sue-Ann Mok	Statutory Academic Staff	Medicine and Dentistry
Vivian Mushahwar	Statutory Academic Staff	Medicine and Dentistry
Georg Schmolzer	Statutory Academic Staff	Medicine and Dentistry
Richard Schulz	Statutory Academic Staff	Medicine and Dentistry
Amy Tse	Statutory Academic Staff	Medicine and Dentistry
Alan Underhill	Statutory Academic Staff	Medicine and Dentistry
Dilini Vethanayagam	Statutory Academic Staff	Medicine and Dentistry
Jonathan White	Statutory Academic Staff	Medicine and Dentistry
Ian Winship	Statutory Academic Staff	Medicine and Dentistry
Minn-Nyoung Yoon	Statutory Academic Staff	Medicine and Dentistry
Paul Gareau	Statutory Academic Staff	Native Studies
Susan Sommerfeldt	Statutory Academic Staff	Nursing
John Seubert	Statutory Academic Staff	Pharmacy and Pharmaceutical Sciences
Yan Yuan	Statutory Academic Staff	Public Health, School of

8 times a year

Meetings are open to the public

Mondays 2-4pm

Next one is **Monday November 25**

Search for 'GFC' at ualberta.ca for more details

Indigenous Welcome

Francis Whiskeyjack

1. Approval of the Agenda David Turpin
2. Report from the President David Turpin
- Board Chair Kate Chisholm
- United Way Campaign
- Nomination of Chancellor Joint Committee Kerry Mummery

CONSENT AGENDA

[If a member has a question or feels that an item should be discussed, they should notify the Secretary to GFC, in writing, two business days or more in advance of the meeting so that the relevant expert can be invited to attend.]

David Turpin

3. Approval of the Minutes of May 27, 2019
4. New Members of GFC

Motion: To Approve consent agenda

ACTION ITEMS

5. Proposed Increases to Minimum English Language Proficiency Entrance Requirements for Graduate Program, Faculty of Graduate Studies and Research Brooke Milne

Motion: To Approve

DISCUSSION ITEMS

6. A. University of Alberta Students' Union (SU) Executive Goals 2019-2020 Akanksha Bhatnagar
B. Graduate Students' Association (GSA) Board Strategic Work Plan 2019-2020 Fahed Elian
7. Draft Principles on Free Expression at the University of Alberta Wendy Rodgers
8. Faculty and Staff Engagement Survey 2019 Wayne Patterson
9. Budget Update (no documents) Steven Dew
Gitta Kulczycki
10. Question Period

OPENING SESSION

1. Approval of the Agenda Steven Dew
2. Report from the Chair (no documents) Steven Dew

CONSENT AGENDA

[If a member has a question or feels that an item should be discussed, they should notify the Secretary to GFC, in writing, two business days or more in advance of the meeting so that the relevant expert can be invited to attend.]

Steven Dew

3. Approval of the Minutes of September 23, 2019

Motion: To Approve consent agenda

EARLY CONSULTATION

4. Proposed Revisions to Standing Committee Terms of Reference - GFC Committee on the Learning Environment John Nychka
5. Recommendations of the GFC Executive's ad hoc Committee on Program Approval Pathways Tammy Hopper

DISCUSSION ITEMS

6. Affiliated Colleges at the University of Alberta - St Joseph's and St Stephen's (no documents) Shawn Flynn
Frederick Tappenden
7. Principles on Free Expression at the University of Alberta Wendy Rodgers
Brad Hamdon
8. Question Period
8.1 Questions: from Kathleen Lowry, elected GFC member, regarding speech critical of Bill C-16 and enforcement of violation of Principles of Free Expression
and Written Response

Principles on Free Expression at the University of Alberta:

- Consultation process concluding shortly (search: “free expression” at ualberta.ca)
- **Free Expression** includes any verbal, written, oral, aural, visual, and artistic expression, as well as peaceful protest and dissent. As a public university, we ensure free expression is available to all members of our university community and visitors to our campuses.
- **Academic freedom** is a professional term applicable to scholars and is defined in the Collective Agreement.

Budget Update/Budget Planning

An example of recent motion from Dilini Vethanayagam

This past June, a motion from the floor was brought to GFC regarding the processes currently in place regarding facilitation of clinical / translational research. Noting that many clinical grants are not able to be brought into the U of A, due to process and policy issues currently in place that need to change.

The issues raised include (U of A) grant-specific hires - and for those hired timely access upon hiring to the AHS EMR. The necessity of the 4 level signature process on grants was also raised, as this does not result in a fiduciary responsibility of all 4 levels of governance at the U of A.

The above issues were discussed at the September meeting of GFC, the GFC Executive in early October, and finally the APC committee of GFC two weeks ago - a working group has now been commissioned, which will be led through the VP Research Office.

- Talk to one of your GFC representatives
- Consider attending a GFC meeting as an observer
- Consider running for election to GFC

- Next GFC-FOMD update: March 17, 2020



Questions?