



## MINUTES

---

Faculty of Medicine & Dentistry  
Faculty Council Meeting  
September 17, 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 September 17, 2019 Faculty Council meeting.

### 2. **APPROVAL OF AGENDA**

Agenda was accepted as circulated, with the addition: How FEC will handle merit this year.

### 3. **APPROVAL OF MAY 21, 2019 MINUTES**

**MOVED** by Dr. B. Ballermann and **SECONDED** by Dr. M. Michalak the minutes for the May 21 2019 meeting be approved as circulated. **CARRIED.**

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

Dr. D. Kunimoto, Dr. F. Brenneis, Dr. D. Williams, Dr. M. Gotte, Dr. S. Bagshaw, Dr. A. Bruce and Dr. J. Yong 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:

- New Dean for the Faculty of Medicine & Dentistry for January 1, 2020 – Dr. Brenda Hemmelgarn from the University of Calgary.
- Passionate Preceptors – to highlight clinical faculty that teach on a volunteer basis.
- Blue Ribbon Panel – reviewed key recommendations.

- Budget to be presented in mid-October.



2. Dean's Report.pdf

Dr. D. Kunimtomo spoke to the question on how FEC will handle merit this year:

- FEC and Merit – Department Chairs recommend a merit increment for each individual. FEC then reviews the recommendation and then decides if it is appropriate or if it is to be increased or decreased from the recommendation.
- The Faculty has a fixed pool in terms of the number of merit increments at 1.2 per Faculty member.
- After receiving all the Chairs' recommendations last year at FEC, FoMD was 60 merit points over – to reduce by 60 – on average 240 people needed to be reduced by 0.25 merit increments. FEC Reviewed every person keeping in mind we needed to reduce the number of merits recommended to be within our merit pool. Since expectations are highest for Professors, Professors were affected the most.
- FEC will be the same this year as in past years. FEC will review all recommendations. At the end of the recommendations, we will see if we are within our merit pool, if we are within our merit pool no further action will needed, if not we will have to see where the merits can be reduced.
- Spoke to the FEC Guidelines – they are guidelines in terms of the expectations are on the individual faculty members. When the guidelines indicate that you are evaluated for research, publications, research grants, etc., all of these items are taken into account. There is no formula to indicate how much is attributed to a publication, it is relative to how everyone else does.

## 6. VICE DEAN, FACULTY AFFAIRS

F. Brenneis

- i. Faculty Council Agenda Items Procedure:
  - Late Winter/Early Spring – request made by Faculty members on how agenda items can be added to the Faculty Council agenda.
  - Consulted with Faculty and Staff Relations and reviewed the GFC procedure.
  - Have adopted the GFC procedure.
  - Purpose and responsibilities of Faculty Council – waiting for clarity from University of Alberta Governance – the FoMD Faculty Council procedure will be re-written to provide more clarity on what Faculty Council does.



3. Faculty Council  
Agenda Items Process

**MOTION:** To approve the Faculty of Medicine & Dentistry, Faculty Council Procedure, as presented above. **MOVED BY:** Dr. F. Brenneis **SECONDED BY:** Dr. V. Daniels. **ALL FAVOUR. CARRIED.**

ii. Chair Searches & Reviews Update



4. Chair Searches &  
Reviews Update.pdf

iii. Updated FEC Standards

- The standards have been updated in accordance with the new Collective Agreement between the Governors of the University of Alberta and The Association of the Academic Staff of the University of Alberta July 1, 2018 – June 30, 2020.
- **Majority of changes:** Faculty Agreement is now “Collective Agreement” Faculty are now “Academic Faculty”.
- Changes have been reviewed by: Faculty Development Committee; Faculty Affairs Committee; Dean’s Executive Committee – no concerns or feedback received.
- FSO Standards update – in process.

**MOTION:** To approve the Faculty of Medicine & Dentistry, changes to the FEC Standards, 2017 as circulated. **MOVED BY:** Dr. F. Brenneis. **SECONDED BY:** Dr. L. Sonnenberg. **ALL FAVOUR. CARRIED.**

iv. FoMD – FEC - ATSEC Standards for Academic Teaching Staff

- Under the new Collective Agreement – a process is needed for evaluation.
- An evaluation committee will be struck to set the standards.
- A determination will be needed if the ATSEC Evaluation Committee will complete the evaluations – in process.



5. ATSEC Standards  
for Academic Teaching Staff

## 7. VICE DEAN, EDUCATION

Deferred to November, 2019 meeting.

## 8. VICE DEAN, RESEARCH

**C. Power**

- Research lecturers highlighting new investigators, which has been a Dr. H. Ostergaard initiative.
- Regular notices for research seminars – Office of Research will be sending out over the next few weeks.
- CFIs – congratulations to JELF recipients: Dr. S. Hughes; Dr. S. Davidge and Dr. M. Overduin.
- CFIs are essential, mechanism for bringing in new equipment and building collaborations across faculties.
- CRCs – 7 applicants going in for CRCs this year. Two tier one, five tier two. Open competition and very even distribution in terms of sex/gender.

## 9. OTHER BUSINESS

None

## 10. ANNOUNCEMENTS

No items.

## 10. NEXT MEETING

The meeting was adjourned at 5:00pm.

The next meeting will be held on: **Tuesday, November 18, 2019 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 September 3, 2019 via email.

ATTENDANCE LIST – September 17, 2019

(May not reflect everyone in attendance)



Sign in Sheet FC  
Sept 17 2019.pdf



## **Introduction of New Faculty & New Leadership Positions**

### **Office of the Dean**

*(Dr. Dennis Kunimoto will introduce)*

Dr. Jane Schulz – Interim Chair – Department of Obstetrics and Gynecology

Dr. Justin Ezekowitz, Director, Cardiovascular Research

*(Dr. Fraser Brenneis will introduce)*

Dr. Louanne Keenan - Associate Dean, Community Engagement

Dr. Paul LaPointe - Director, Extended Reality (within Academic Technologies)

### **Department of Surgery**

Dr. Troy Perry - Assistant Professor (Special Continuing)

Dr. Andre Isaac - Assistant Professor (Special Continuing)

*(Dr. D. Williams will introduce)*

### **Department of Medical Microbiology & Immunology**

Dr. Javier Clemente-Casares – Assistant Professor

*(Dr. M. Gotte will introduce)*



## Introduction of New Faculty & New Leadership Positions – Continued

### **Department of Critical Care Medicine**

Dr. Sean Van Diepen - Assistant Professor (Special Continuing)

Dr. Kimberly Macala - Assistant Professor (Special Continuing)

Dr. Oleksa Rewa – Assistant Professor (Special Continuing)

*(Dr. S. Bagshaw will introduce)*

### **Department of Physiology**

Maria Stephanie Ioannou – Assistant Professor

*(Dr. J. Young will introduce)*

### **Department of Pediatrics**

Dr. Joseph Pagano – Assistant Professor

Dr. Colin Jeremy Wilbur – Assistant Professor

Dr. Janette Alexandra Mailo – Assistant Professor

Dr. Lucie Pecheux – Assistant Professor

Dr. Natarie Dawn Liu – Assistant Professor

*(Dr. A. Bruce will introduce)*



# Dean's Report

# New Dean of FoMD



Brenda Hemmelgarn will take over as dean in January 2020. (photo: Riley Brandy, University of Calgary)



# Passionate Preceptors



May Mrochuk, '97 MD, says mentorship at the bedside is key for lifelong learning in the emergency room.

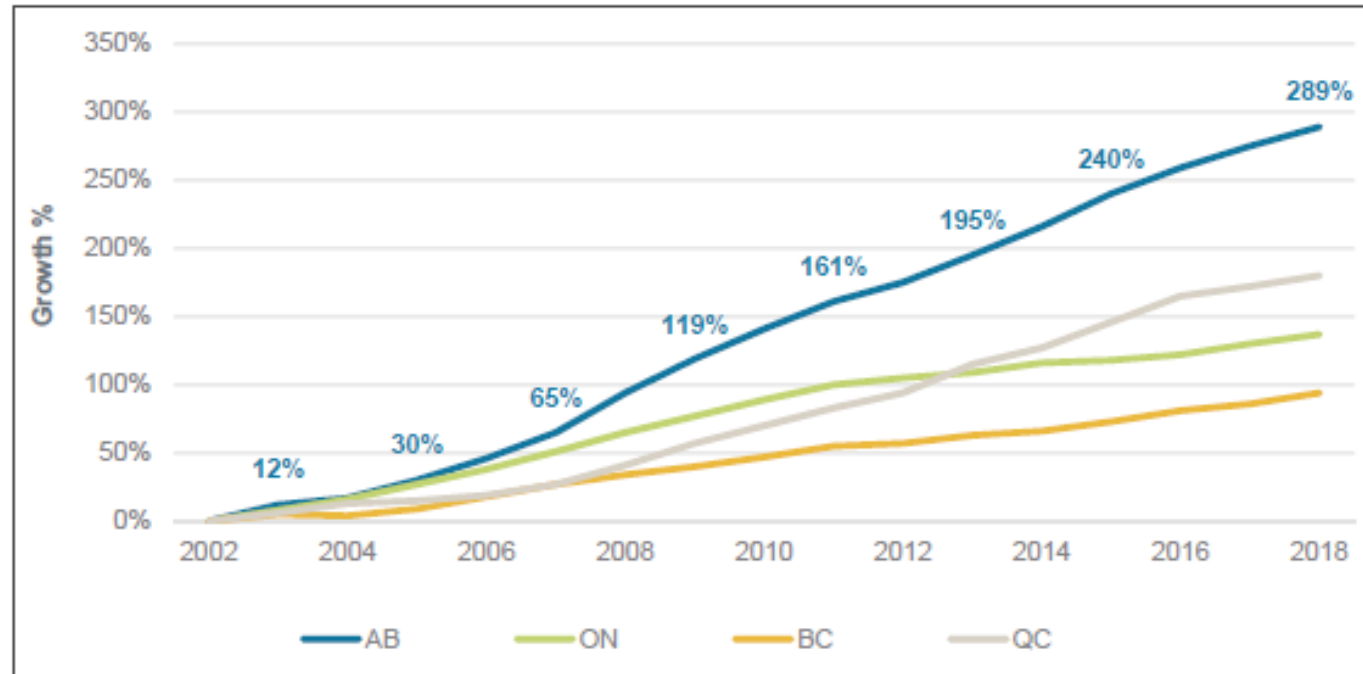
Blue Ribbon Panel on Alberta's Finances  
Mackinnon Report

# On Health

- **Recommendation 4:** Limit the increasing cost of physician services by providing incentives for physicians to move to Alternative Payment Plans and by renegotiating the agreement with the Alberta Medical Association. Every effort should be made to achieve a negotiated agreement, but the government should also consider its legislative options

# Physician expenditures

FIGURE 7: PHYSICIAN EXPENDITURES HAVE GROWN RAPIDLY SINCE 2002



Note: Values used for 2017 & 2018 are forecasts. Comparator Average excludes Alberta.  
Source: Alberta Health completed analysis of the CIHI National Health Expenditure Database.

# Key Indicators Alberta Health

TABLE 12: KEY INDICATORS FOR ALBERTA HEALTH AND ALBERTA HEALTH SERVICES<sup>5</sup>

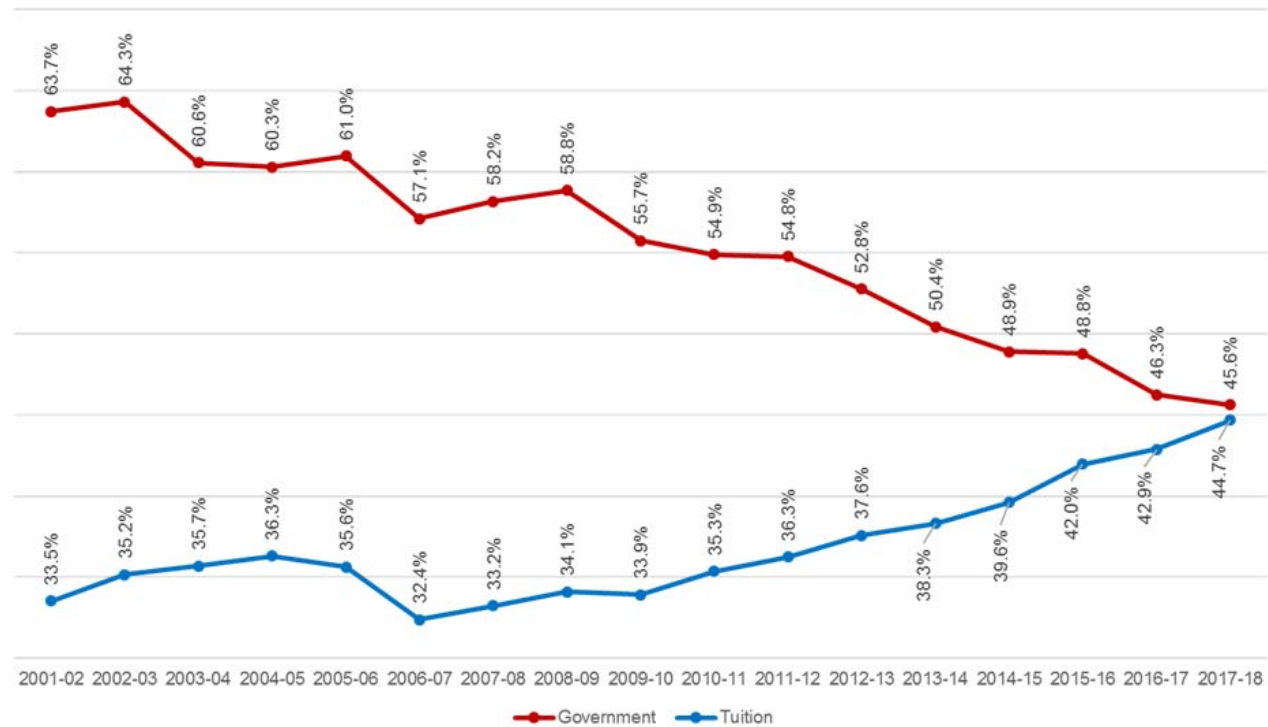
Measure of Performance	AB	BC	ON	QC	Notes
<b>Provincial Per Capita Spending on Health Care</b>					
Total - Nominal	\$ 5,077	\$ 4,267	\$ 4,080	\$ 4,370	CIHI data; 2018-19 forecast
Hospital	\$ 1,964	\$ 1,941	\$ 1,471	\$ 1,547	
Physician	\$ 1,178	\$ 943	\$ 1,000	\$ 966	
Drugs	\$ 382	\$ 221	\$ 400	\$ 297	
Total - Age - Gender Standardized	\$ 5,312	\$ 3,836	\$ 3,706	\$ 3,643	CIHI data; 2016 calendar year
<b>Physicians</b>					
APP (Alternative Payment Plans) payments as a % of total physician payments	13%	20%	36%	20%	CIHI data; National Physician Database 2016-2017

# On Advanced Education

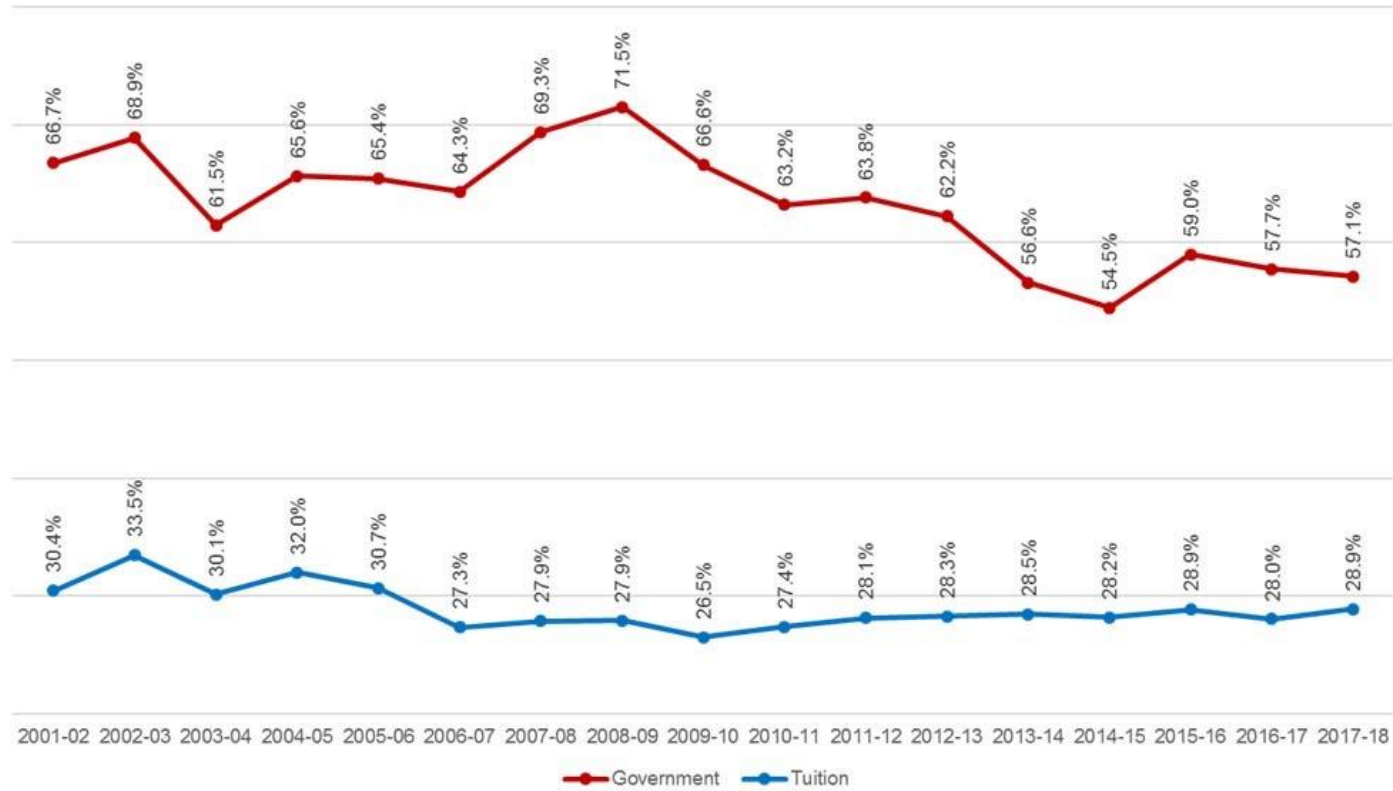
- **Recommendation 8:** Work with post-secondary stakeholders to achieve a revenue mix comparable to that in British Columbia and Ontario, including less reliance on government grants, more funding from tuition and alternative revenue sources, and more entrepreneurial approaches to how programs are financed and delivered. This includes lifting the current freeze on tuition fees.

# Funding comparisons

Government Funding and Tuition as Share of University Operating Income (U15)



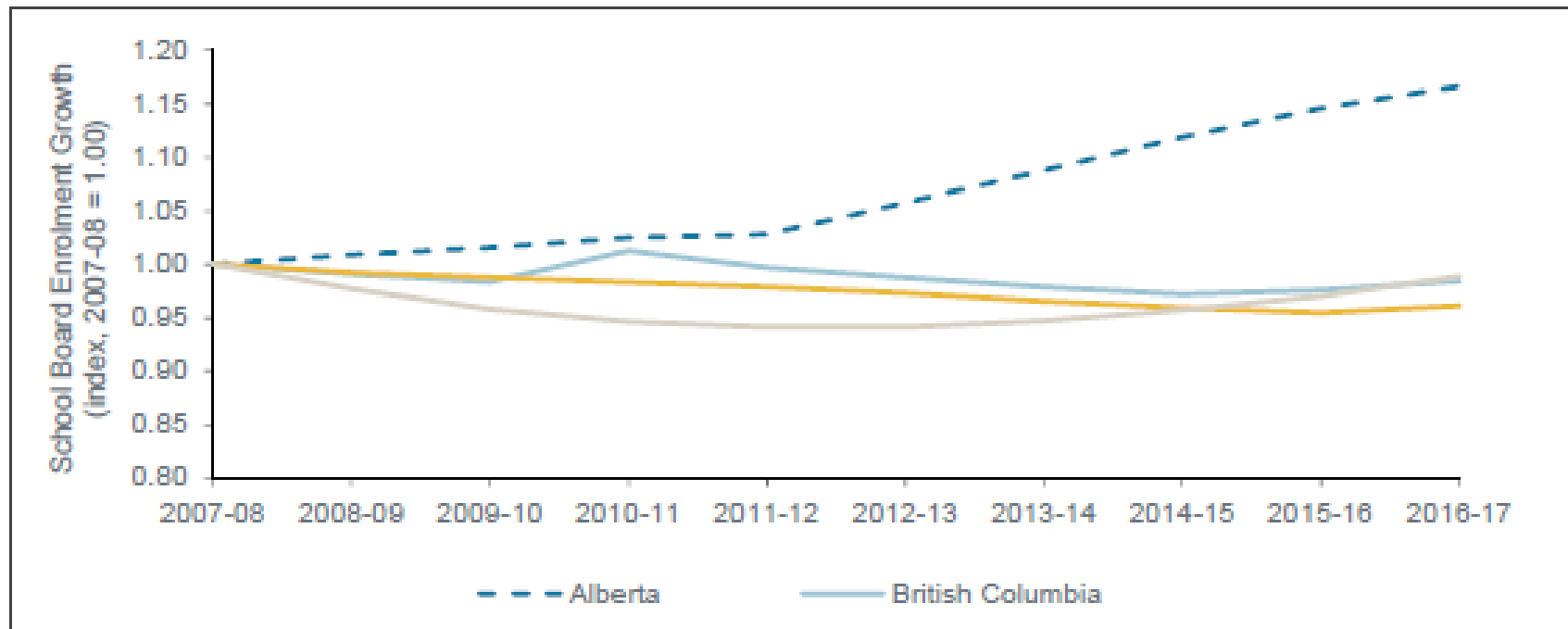
# Government Funding and Tuition as Share of University Operating Income (University of Alberta)



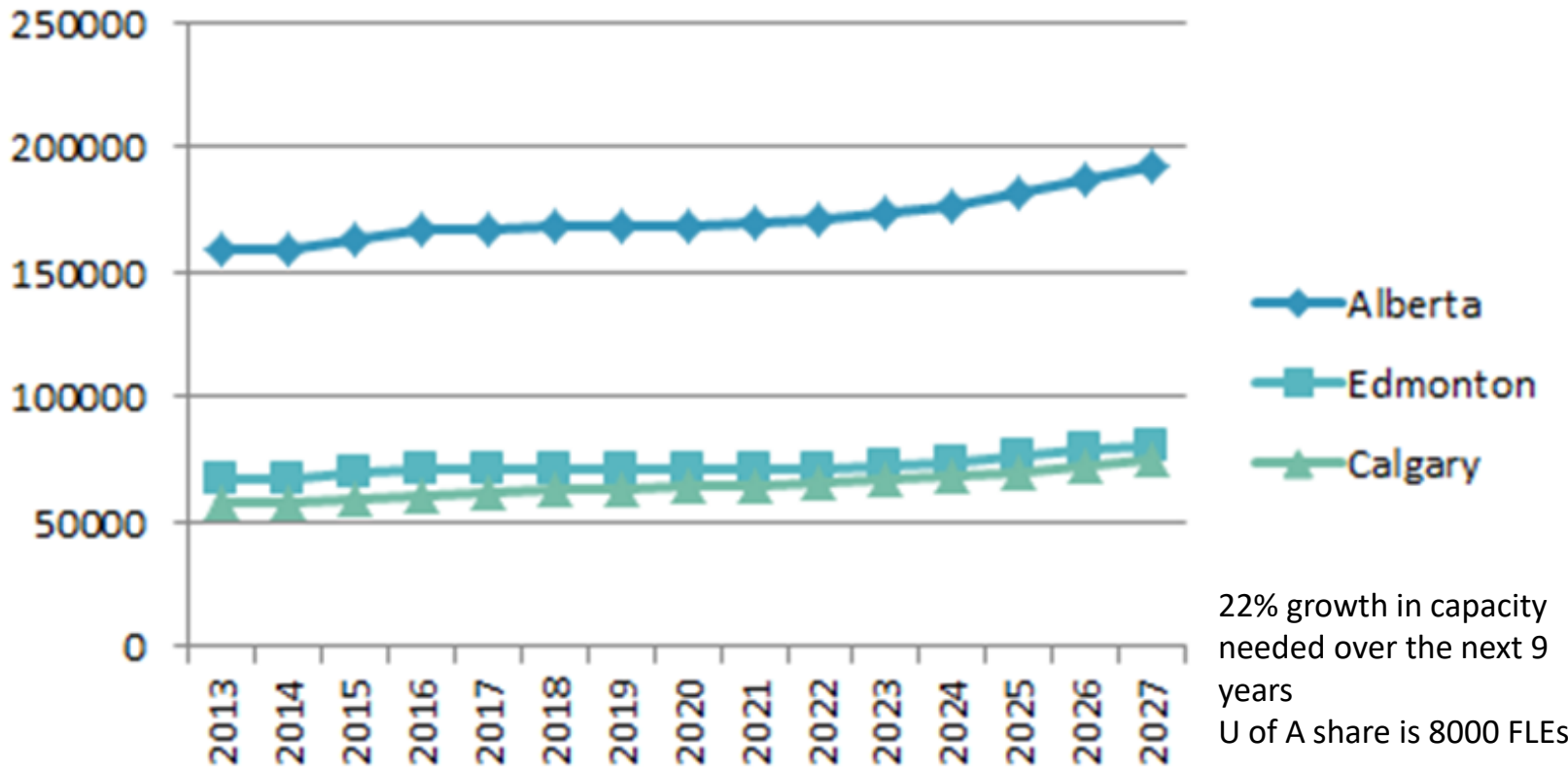


# K-12 enrollment

FIGURE 10: ALBERTA'S SCHOOL ENROLMENT HAS GROWN MORE THAN COMPARABLE PROVINCES (INDEX, 2007/08 = 1.00)



# Advanced Education FLE Projections



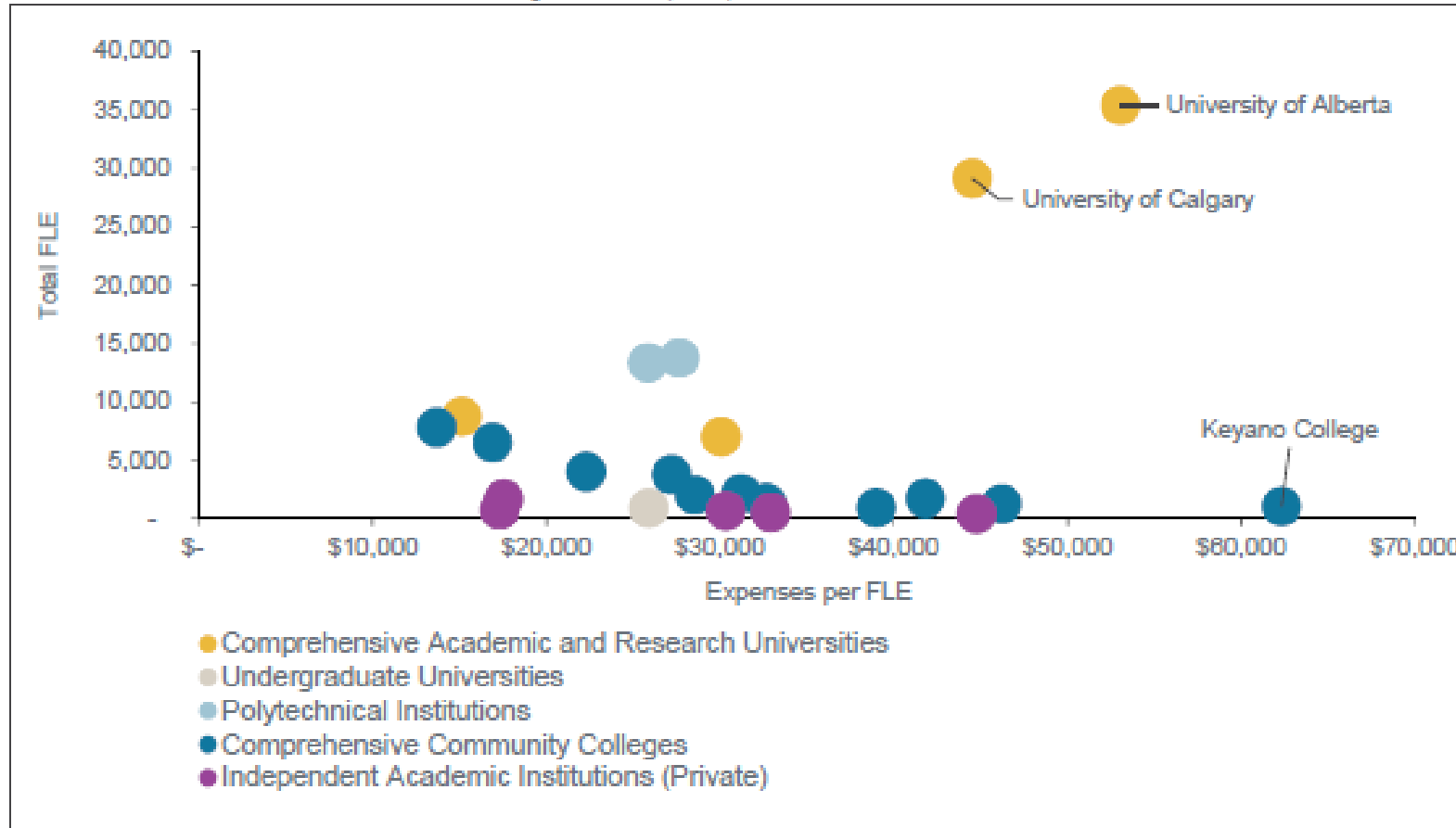
22% growth in capacity needed over the next 9 years  
U of A share is 8000 FLEs

# Post Secondary Expenditure per Student

TABLE 14: POST-SECONDARY FUNDING COMPARISONS

% of Total Expenses // Per Student FTE Expense	AB		BC		ON		QC	
Deliver Post-Secondary Programming	77.1%	\$28,137	86.6%	\$27,068	77.2%	\$16,626	66.6%	\$17,222
Adult Learning	51.80%	\$18,914	59.4%	\$18,584	48.6%	\$10,461	52.6%	\$13,588
Supports for Students	12.3%	\$4,479	13.3%	\$4,151	21.4%	\$4,610	10.3%	\$2,660
Stakeholder Management	0.2%	\$59	1.6%	\$495	1.6%	\$342	0.1%	\$35
Research	12.8%	\$4,685	12.3%	\$3,838	5.6%	\$1,213	3.6%	\$939
Supporting and Administering Post-Secondary Operations and the System	22.85%	\$8,372	13.51%	\$4,233	22.8%	\$4,910	33.20%	\$8,599
System Management	0.8%	\$304	0.3%	\$95	0.8%	\$173	3.00%	\$770
Enterprise Strategy	0.05%	\$17	0.01%	\$4	0.1%	\$10	0.3%	\$90
Enterprise Operations	21.6%	\$7,894	13.2%	\$4,134	21.8%	\$4,705	29.70%	\$7,678
Enterprise Technology	0.4%	\$157	-	-	0.1%	\$22	0.2%	\$61
<b>Total Expenditures per Student FTE</b>		<b>\$36,510</b>		<b>\$31,299</b>		<b>\$21,536</b>		<b>\$25,822</b>

FIGURE 17: COMPARING TOTAL FULL LEARNER EQUIVALENTS (FLES) WITH EXPENSES PER FLE



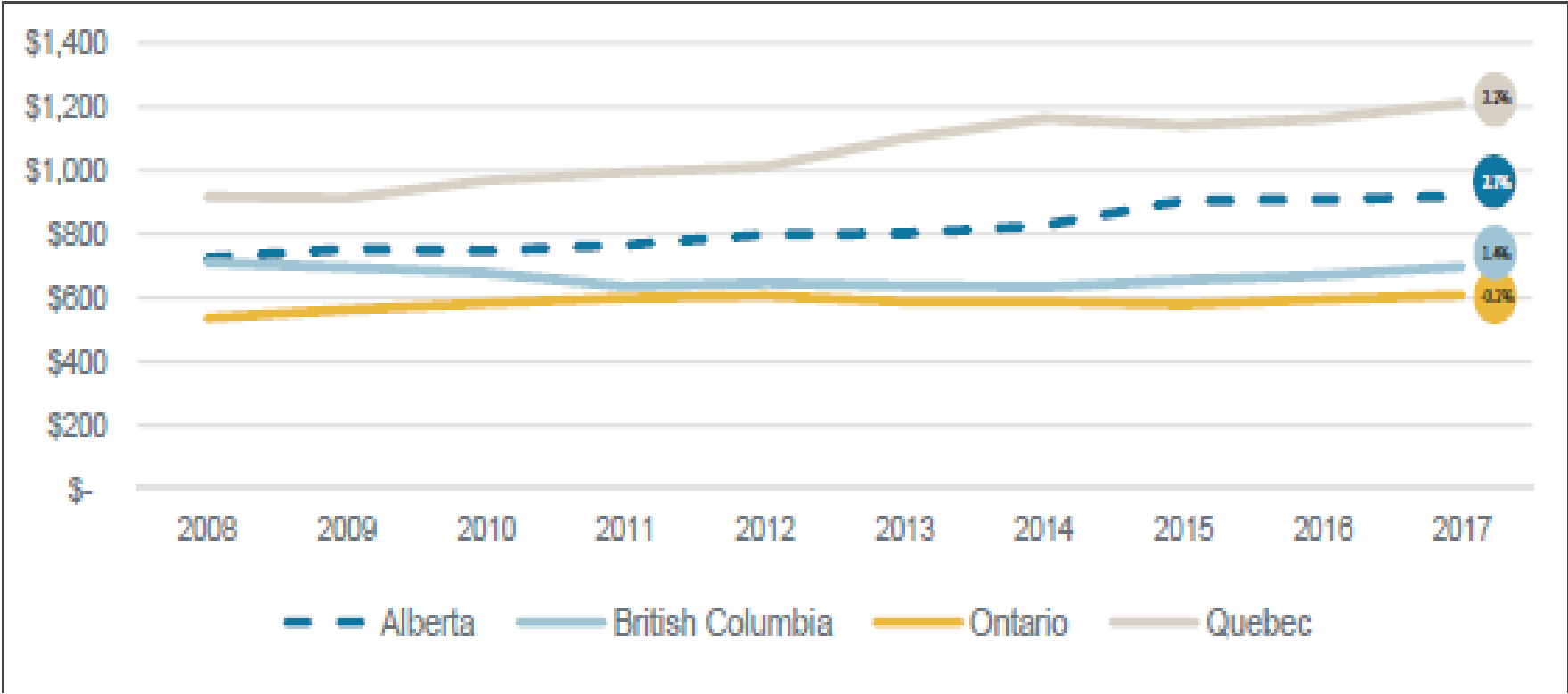
Note: Data is for Alberta Post-Secondary Institutions; SACI has been excluded due to lack of FLE data.

Source: FLE counts from Ministry of Advanced Education; PSI Expenses from 2017-18 Institution Audited Financial Statements.

## On Public Sector Compensation, Bargaining and Size

- **Recommendation 11:** End the freeze on non-bargaining staff with respect to providing merit/in range increases to ensure the equitable treatment of all Alberta public service employees (bargaining and non-bargaining) and support the attraction, engagement and retention of qualified staff.
- **Recommendation 12:** Establish a legislative mandate that sets the salary levels for all public sector employees, including all fees and other compensation for insured medical and health services and all third parties, and applies to all negotiations and arbitrations. In the event of a strike, the mandate would form the basis for back-to-work legislation.

FIGURE 19: COMPENSATION FOR ALBERTA GOVERNMENT EMPLOYEES HIGHER THAN ONTARIO AND BRITISH COLUMBIA BUT LOWER THAN QUEBEC





## Faculty Council Agenda Items Procedure

1. One month prior to a Faculty Council meeting, the Executive Assistant to the Vice-Dean will send a Notice of Meeting to all FoMD Faculty Council Members. This Notice includes the time and place of the meeting and a call for agenda items. All agenda items must be received by the Office of the Vice-Dean Faculty Affairs, three (3) weeks prior to the upcoming Faculty Council meeting. All agenda items submitted, require approval by the Dean prior to being placed on the agenda.



2. Two weeks prior to the meeting, the agenda for the meeting is set and approved by the Dean. The agenda will include:
  - a) Approval of Agenda;
  - b) Approval of Minutes of previous meeting;
  - c) Introduction of New Faculty (if any);
  - d) Tributes (if any);
  - e) Dean's Report;
  - f) Business Arising;
  - g) New Business;
  - i) Approval of Graduating students (at May meeting);
  - ii) Faculty Committee Election Results (at May meeting);
  - h) Reports;
  - i) Other Business;
  - j) Announcements;
  - k) Next Faculty Council Meeting; and
  - l) Adjournment.
3. Once approved, the Executive Assistant to the Vice-Dean Faculty Affairs sends the agenda to all FoMD Faculty Council Members, together with all supporting documentation.
4. The Executive Assistant to the Vice-Dean Faculty Affairs, prepares and makes available at the meeting a sign-in sheet which is circulated at the meeting for attendance.
5. Quorum at Faculty Council is represented by those faculty members present at a Faculty Council meeting.
6. The Executive Assistant to the Vice-Dean Faculty Affairs attends the meeting for the purpose of minute taking.
7. Attachments which were not collected prior to the meeting (e.g. tributes, items added to the agenda at the meeting) are collected following the meeting and distributed.



## **Department of Ophthalmology & Visual Sciences**

*Review – in progress*

## **Department of Obstetrics & Gynecology**

*Interim Chair, Dr. Jane Schulz - Appointed July 15, 2019*

## **Department of Medical Microbiology & Immunology**

*Dr. M. Gotte - reappointed for second 5yr term – July 1, 2019*

## **Department of Medicine**

*In progress – advertisement posted*

## **Department of Medical Genetics**

*In progress – advertisement posted*

## **Department of Cell Biology**

*In progress – advertisement posted*

## **Department of Dentistry**

*Search to commence late Fall 2019*

## **Department of Biomedical Engineering**

*Search to commence soon, in conjunction with Faculty of Engineering*

## **Department of Biochemistry**

*Search to commence late Fall 2019*





## ATSEC STANDARDS FOR ACADEMIC TEACHING STAFF

Faculty of Medicine & Dentistry, University of Alberta

Each Faculty's ATSEC shall be authorized to prepare for discussion at Faculty Council and for approval by ATS Members in the Faculty and by the Provost.

Under the terms of the Academic Teaching Staff (ATS) Agreement (<https://www.ualberta.ca/faculty-and-staff/my-employment/collective-agreements-and-handbooks>), the Academic Teaching Staff Evaluation Committee (ATSEC) for each Faculty is tasked to develop evaluation policies and procedures for all ATS Members under the ATS Agreement.

This document is framed by the terms of the *Academic Teaching Staff (ATS) Agreement (May 13, 2019)*, which may be amended by negotiation from time to time. As such, this document will be subject to minor editorial revision to ensure that references to specific Articles are current and that its language is clearly aligned with that of the *ATS Agreement*.



## ATSEC STANDARDS FOR ACADEMIC TEACHING STAFF

Faculty of Medicine & Dentistry, University of Alberta

Article D6.05.01 of the Agreement authorizes the ATSEC to develop for approval the following evaluation and policies and procedures:

- Robust position profiles;
- Position expectations and standards of performance for each Rank and for all responsibilities identified within the position profiles, including probationary periods;
- The format of the annual report;
- Procedures governing applications for promotion;
- Criteria for recommendations regarding probationary periods; and
- Criteria for annual increment recommendations.

As there is variability between Faculties, each Faculty must describe more specifically its expectations for its members. However, in the event of any discrepancy or dispute, the ATS Agreement is the authoritative document.

The ATS Agreement provides for various lengths and types of appointments. There are Career Status appointments and Fixed Term appointments (Term 12, Term Recurring and Term).



**FACULTY COUNCIL**

**September 17, 2019**

**SIGN IN SHEET**

**PLEASE PRINT**

<b>NAME</b>	<b>DEPARTMENT</b>
Alan Underhill	Oncology
Andrew Simmonds	Cell Biology
Sarah Hays	Med Gen
Kim Rands	Oncology
Holly Gaez	Peds
Barbara Ballhorn	Medicine
Tracey Hillier	Radiology
MIA LAMG	Peds
Leanne Keenan	Gen Med.
Lyn Sonnenberg	Peds
André Isaac.	Surgery
Maria Tan	Library
Lakshmi Pottagasta	lab Medicine.
Shermaine Sy	Medical Laboratory Science.
Juan Gonzalez-Abraldes	Medicine.
Aisha Bruce	Pediatrics
DAVID OLSON	OB/GYN
R. Johnson	OR
Paul LaPointe	Cell Biology
M. Michalak	Biochem



FACULTY COUNCIL

September 17, 2019

SIGN IN SHEET

PLEASE PRINT

NAME	DEPARTMENT
RICHARD SCHULTZ	Pediatrics
Michael Wollin	MD MSA
Taylor Heinzlmeir	MD MSA
Colin Anderson	Surgery
Anna Oswald	Medicine
Troy Perry	Surgery
Karen Doucette	Medicine
Cynthia Palmaria	Oncology
Jackie Middleton	Oncology
Dilmi Velharayogan	Medicine
Jane Schutz	Phy.
Aimee Newbigging	Phy LMP
Kendra Bunt	COMD
Daryl Silzer	Advanced
David Williams	Oral Surgery
Oliver Julien	Biochemistry
KATHERINE AITCHISON	PSYCHIATRY/med GEN
MARTHA GOTTE	MED Micro Admin
Sean McMurty	Medicine
Sean Bagshaw	Critical Care Medical
RONALD MOORE	Surgery/Oncology



