



Faculty Council Notes

Tuesday, January 16, 2024

4:30 pm

Attendees: Zaina Albalawi, Stacey Alexander, Michael Bautista, Valerie Booth, Sonny Collis, Peter Daley, Norah Duggan, Kelly Foss, Michael Grant, Sarah Hartery, Taryn Hearn, Tina Hickey, Edward Kendall, Susan MacDonald, Virginia Middleton, Tracey Pittman, Danielle O'Keefe, Tracy Osmond, James Quinlan, Diana Ramos, Pauneez Sadri, Tevye Stachniak, Paul Tucker, Peter Wang, Brenda Wilson, Margo Wilson, Michael Woods

Regrets: Ann Dorward, Kara Laing, Peter Rogers, Kristen Romme, Pam Snow

Topic	Details	Action Item and Person Responsible
Welcome and Introduction	- Dr. O'Keefe chaired the meeting on behalf of Dr. McKeen. She welcomed everyone to the meeting both in person and virtually.	
<ul style="list-style-type: none">Review of AgendaConflict of Interest	<ul style="list-style-type: none">- Dr. O'Keefe asked if there were any additions or deletions to the agenda.- COI - none noted; agenda approved.	
Review and approval of prior minutes of December 19, 2023	- Dr. O'Keefe noted the minutes would be filed as notes for the December 19, 2023 meeting as quorum for the meeting was not achieved.	
Notice of Motion to introduce language on Indigenous knowledges to the Criteria for Promotion and Tenure for Non-bargaining Unit Clinical Faculty	<ul style="list-style-type: none">- Dr. O'Keefe introduced the Notice of Motion to introduce language on Indigenous knowledges to the criteria for Promotion and Tenure for non-bargaining unit clinical faculty.- Dr. O'Keefe noted this change would fall under Clause 11.14 and provided the rationale for the change. The revision would allow clinical faculty to have the same opportunity as MUNFA faculty and would be implemented for the 2024-2025 review cycle.- The question was raised on how the language did not completely align with the MUNFA CA and how	

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	<p>this language came to be. Ms. Tracey Pittman provided background as to the reason for introducing this updated language now. There will be a refresh of the promotion and tenure guidelines under the four (4) pillars and that this is a part of a longer-term process.</p> <ul style="list-style-type: none"> - There will be a call for committee members for the working group. - The word – keeps was used in the documentation. To review if this should read ‘keepers’ and not ‘keeps’. 	Ms. Tracey Pittman to review.
Dean’s Updates	<p>Dr. O’Keefe reported:</p> <ul style="list-style-type: none"> - AFMC called an urgent board meeting in December as a result of the Middle East crisis. The meeting focused on how to navigate challenges for learners and staff especially around comments and statements in social media. There were also concerns raised about the potential impact on the CaRMS match. - There was an article in CBC which questioned the integrity of the resident match and generated intense conversation. It was noted that Dr. Sohaib Al-Asaaed, Associate Dean, PGME received 1000s of emails regarding this matter. AFMC has issued a memo addressing the integrity of the resident match - AFMC and Resident Match Integrity - AFMC - Dr. McKeen attended a full-day Dean’s retreat on new pan-university budget model options. The Dean of Medicine typically has not been invited to these meetings so it was interesting to learn about how the other units at MUN operate. - A NLHS board meeting was held on December 7, 2024. There was a session on mental health education during the meeting. - FoM budget consultation for 2024-25 year will be starting soon. - Clinical Disciplines – will be sending a call for an interim Chair of Oncology as Dr. Kara Laing has been appointed as the Acting, Associate Dean, Educational Development. - Dr. Vernon Curran received the Ian Hart Award for faculty development from AFMC. 	

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	<ul style="list-style-type: none"> - Thank you to Ms. Gerona McGrath and Ms. Denise Dunphy for the Strategic Planning Day. Thank you for those who attended. It was an opportunity to celebrate the accomplishments of <i>Destination Excellence</i> and to look to the future. Working with Dr. Tom Cooper on what an interim strategic plan could look like. It would include both EDI and well-being as a part of the new plan. - EDI Working Group - Dr. Richard Elcock is the new co-lead for the EDI working group. Looking at planning the next EDI Speaker Series around gender. Also, looking to plan something for Black History Month in February. - There is work happening around implementing a diversity calendar. - Remote Work Policy – the FoM has Ad Hoc Guidelines, and there, currently, are discussions around options for remote work. Investigating what other units are doing and what plan may work best for us. Mr. Paul Tucker is leading the work on this. - Mr. Tucker noted the remote work pilot ends in March 2024, and are exploring a compressed work week as a possible option. - Budget update – Treasury Board has asked Dr. McKeen to present regarding the additional fund request for this year. Dr. McKeen will highlight the challenges to try to deliver programs/services. - There are numerous asks to the Faculty of Medicine from the Government of NL including around admissions, increase of seats in the Undergraduate Medical Education Program, expansion of residency training programs in Family Medicine, and Internal Medicine for Geriatric Medicine. Also working on what medical education will look like for the new St. Clare's Hospital. There are also considerations for direct entry to Family Medicine at the time of admission to medical school, requests for PRA assessment of family physicians who have trained elsewhere, and an assessment program for specialist physicians. These considerations will be made in light of the new license options with the College of Physicians and Surgeons. 	

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	<ul style="list-style-type: none"> - There are a number of asks and not a lot of clarity on what they look like. Have asked the Government of NL to funnel the asks through the Dean's Office. Under Dr. McKeen's direction we have now started a Medical Education Expansion Steering Committee. The purpose of the steering committee is to review the priorities and ensure that everyone is on the same page. - Received a draft report for the expansion of the undergraduate medical education program from Spindle. Did have an initial presentation. Dr. Taryn Hearn is providing the team with additional information to help define the scope of teaching requirements. - Given a decrease in the numbers of applicants to medical school, Admissions is trying to determine if there are opportunities to expand the application pool. At this time, we are unable to change the NL residency definition. Trying to look at what other areas or initiatives could help increase applications for admission. Have also, heard about the potential of a "symposium" that may help. No further details yet. - There was some general discussion around the NL residency definition. - Proposal submitted for Longitudinal Integrated Clerkships (LIC) – look at ways to train learners across the province. - The proposal submitted last fall around Family Medicine expansion had been on hold and is now being considered again. 	
UPEI Update	<p>Dr. O'Keefe reported:</p> <ul style="list-style-type: none"> - On February 6 and 7, 2024, there will be a visit from the UPEI president and officials and the following day the PEI Premier will be visiting. - Dr. Preston Smith is the inaugural Dean of Medicine for UPEI. He began part time starting in December and he will be in the position full time in April. - Have received five (5) applications for the Associate Dean, UPEI search. - The Government of NL will keep the four PEI (4) seats. 	

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Academic Search Updates	<p>Ms. Pittman reported:</p> <ul style="list-style-type: none"> - Have sent a call for committee members for the review committee for the Associate Dean, OPED. Will be sending an extension for the call for nominations for this review committee. - Sent a call for the search committee for the Division of BioMedical Sciences. Thanked Dr. Michael Grant for serving in this role. - Will be sending a call for nominations for the search committee for the Chair, Discipline of Surgery. - A call for committee members for the search committee for the Division of Population Health and Applied Health Sciences has been sent. Will need three (3) full-time faculty members for the committee. 	
Any Other Business	<ul style="list-style-type: none"> - Dr. O'Keefe reminded those in attendance about the Resident Appreciation Day being held on February 9, 2024. An email was recently sent by PARNL asking faculty if they are interested in participating in a panel during the day. 	
Adjournment	<ul style="list-style-type: none"> - The next meeting is scheduled for Tuesday, February 20, 2024, 4:30 pm. 	