

*The University of British Columbia*  
*Faculty Executive Committee*

May 11, 2021  
4:00 to 6:00 pm (Virtual Meeting)  
Minutes

Attendance: Dr. Dermot Kelleher (Chair), Dr. Mike Allard, Dr. Aslam Anis, Dr. Joseph Anthony, Dr. Francois Benard, Dr. Sarah Brears, Ms. Alexis Davis, Dr. Allison Eddy, Dr. Bruce Forster, Dr. Martin Gleave, Ms. Jenn Golinski, Dr. Joerg Gsponer, Ms. Kazuko Hiroe, Dr. Cheryl Holmes, Dr. Maria Hubinette, Dr. Michael Hunt, Dr. Cecilia Jevitt, Ms. Shanda Jordan-Gaetz, Dr. Darryl Knight, Dr. Chris Lovato, Dr. Daphne Lu, Dr. Brenna Lynn, Dr. Robert McMaster, Dr. Edwin Moore, Dr. Alice Mui, Ms. Sue Murphy, Ms. Cristina Rubino, Dr. Ravi Sidhu, Dr. Tricia Tang, Dr. Wyeth Wasserman, Dr. R. Wong

Regrets: Ms. Leanne Denis, Dr. Amil Shah, Ms. Cindi Valensky, Ms. Katie White

Guests: Dr. A. Elliot, Dr. S. Forwell, Mr. P. Gill, Dr. E. Karim, Dr. D. Ostrow, Dr. S. Shirzad, Dr. G. Stuart, Ms. J. Xenakis

Locations: Virtual via Zoom

---

The Dean called the virtual meeting to order at 4:00 PM.

**1.0. APPROVAL OF THE MINUTES OF THE MEETING OF MARCH 16, 2021 – D. KELLEHER**

**MOTION:** That the Faculty Executive approve the minutes of the Mar 16, 2021 meeting with minor revisions.

**MOTION:** Dr. A. Eddy

**SECONDED:** Dr. J. Anthony

**CARRIED**

**2.0. BUSINESS ARISING AND REPORT OF THE DEAN – D. KELLEHER**

The Dean's report was reviewed, as circulated.

**3.0. CURRICULUM PROPOSALS – VARIOUS PRESENTERS**

The following curriculum proposals were presented to the Faculty Executive for approval:

- New Program Proposals
  - 3.1 PhD in Genetic Counselling

**MOTION:** That the Faculty Executive approve the PhD in Genetic Counselling new program proposal.

**MOTION:** Dr. R. Wong

**SECONDED:** Dr. C. Lovato

**ABSTENSION:** C. Krebs

**CARRIED**

In the ensuing discussion, it was clarified that the program will not create a gap of practicing genetic counsellors in B.C.. Potential career paths were outlined.

- 3.2 Master of Occupational Therapy – North

**MOTION:** That the Faculty Executive approve the Master of Occupational Therapy - North proposal.

**MOTION:** Dr. R. Wong

**SECONDED:** Dr. J. Anthony

**ABSTENSION:** C. Krebs

**CARRIED**

- Category 1 Proposals
  - 3.3 SPPH 604 (new course)

**MOTION:** That the Faculty Executive approve the SPPH 604 new course proposal.

**MOTION:** Dr. A. Anis

**SECONDED:** Dr. R. Wong

**ABSTENSION:** C. Krebs

**CARRIED**

#### **4.0. MD ADMISSIONS NORTHERN AND RURAL PANEL INTERVIEW – S. SHIRZAD**

The UBC MD Admissions Office and the Northern and Rural Admissions Subcommittee propose to introduce virtual panel interviews to the Northern and Rural entry selection process. This interview will be in addition to the established multiple mini interviews and is intended to be a strong value add to the existing “rural suitability” assessment. Logistics, risks, and mitigations strategies were highlighted in the presentation.

**MOTION:** That the Faculty Executive approve the UBC MD Admissions Northern and Rural Panel Interview proposal.

**MOTION:** Dr. J. Gsponer

**SECONDED:** Dr. R. Wong

**CARRIED**

#### **5.0. DREAMERS, SKEPTICS, AND HEALERS – D. OSTROW AND G. STUART**

Dr. Gavin Stuart presented the book *Dreamers, Skeptics, and Healers*. The book is a celebration of the history of the Faculty of Medicine at the University of British Columbia and details the historical record of the development and evolution of the Faculty, which, over a short space of time, has become a leading Faculty of Medicine in the world.

#### **6.0. STRATEGIC PLAN REFRESH – FOM EXECUTIVE LEADERSHIP**

The Refreshed Strategic Plan reflects the renewed strategic focus of the Faculty from 2021 – 2026. Its development was led by respective pillar leads and informed by widespread consultations across the Faculty. The presentation highlighted foundational elements of the strategic plan, which has remained relatively stable throughout development, as well as refreshed pillar goals and corresponding strategies emerging as a result of the aforementioned consultations. Following an

unveiling at the Full Faculty meeting on May 18, 2021, the project will move into the next phases – formal document production, broad communications plan, and subsequent implementation.

**MOTION:** That the Faculty Executive receive the Faculty of Medicine Refreshed Strategic Plan.

**MOTION:** Dr. B. Forster

**SECONDED:** Dr. F. Benard

**CARRIED**

In the ensuing discussion, it was clarified that the strategic initiative fund will be open again in the fall, with an increased amount. The competition be focused on three areas: 1) equity, diversity and inclusion, 2) translational medicine, and 3) a general call for projects in support of the strategic plan. The SIFs will be recalibrated as needed.

**7.0. DEPARTMENT OF CELLULAR AND PHYSIOLOGICAL SCIENCES INTERNAL REVIEW REPORT & RESPONSE – E. MOORE**

The Department of Cellular and Physiological Sciences internal review report and response were presented as circulated. An overview of the department was presented and key strengths include:

- A world-class faculty at all levels;
- Exceptional support by administrative staff;
- Superb teaching faculty and staff;
- Solid financial state set to improve over the next 5 years;
- Increased diversity in faculty and staff.

Recommendations from the report were also presented, as well as activities both planned and already underway to address these areas.

**MOTION:** That That the Faculty Executive receive the Department of Cellular and Physiological Sciences Internal Review Report & Response as circulated.

**MOTION:** Dr. J. Anthony

**SECONDED:** Dr. R. Wong

**CARRIED**

**8.0. JOINT OCCUPATIONAL HEALTH AND SAFETY COMMITTEE (JOHSC) ANNUAL REPORT – J. XENAKIS AND P. GILL**

The Joint Occupational Health and Safety Committee annual report was presented as circulated. Committee purpose and mandate were reviewed. Over the last year, the committee has developed COVID-19 safety protocols which include conducting on-site space reviews, provided working alone and remove workplace inspection guidance, and supported resolution of COVID-19 safety concerns. An overview of incidents and accidents was also presented and it was noted that there were fewer incidents requiring submission to WorkSafeBC. Factors identified that contribute to non-compliance of safety protocols and steps taken to improve compliance were also reviewed.

The committee goals for the coming year include recruiting of additional members, continuing support of COVID-19 safety and resumption planning, developing procedures for cellphone use in laboratory environments, and continuing to participate in space reviews with Space Planning and Facilities Management.

**MOTION:** That the Faculty Executive receive the 2020 Joint Occupational Health and Safety Committee annual report as circulated.

**MOTION:** Dr. R. Wong

**SECONDED:** Dr. C. Jevitt

**CARRIED**

**9.0. ORGANIZATIONAL DEVELOPMENT COMMITTEE (ODC) ANNUAL REPORT – C. LOVATO AND S. JORDAN GAETZ**

The Organizational Development Committee 2020 annual report was presented as circulated. The committee is currently involved in three major projects:

- Faculty Emerging Leaders Program – for faculty members who are seeking opportunities for personal and professional growth, considering taking on leadership roles or wish to develop their leadership skills and mindsets;
- Staff Mentoring Program – to connect diverse staff, facilitate communication and enhance lifelong professional development through shared experiences;
- Awards Program – the Awards Working Group was convened to review and refresh the current Faculty of Medicine recognition program and to recommend improvements, which include new awards such as an advocacy award for wellness.

Priorities for the committee going forward include supporting the Transforming Culture initiative and Indigenous cultural safety training, implementing the Organizational Pillar strategies from the Strategic Plan, and rolling out the above noted programs for faculty and staff.

Differentiation between the FoM Emerging Leaders program, UBC Academic Leaders Development program, and the Educational Leader Development program by CHES were reviewed.

**MOTION:** That the Faculty Executive receive Organizational Development Committee 2020 annual report as circulated.

**MOTION:** Dr. S. Brears

**SECONDED:** Dr. B. Forster

**CARRIED**

**10.0. CLINICAL FACULTY COMPENSATION TERMS – S. JORDAN GAETZ**

The clinical faculty compensation terms are created in consultation with the Doctors of BC. Due to the COVID-19 pandemic, they have requested a deferral of the process and to extend the current terms for one additional year. Minor changes were made to the dates and to reflect compensation changes that occurred in the past year. More comprehensive changes are expected next year.

**MOTION:** That the Faculty Executive approve the extension of the policy for clinical faculty appointments and clinical faculty compensation terms to June 30, 2022.

**MOTION:** Dr. B Forster

**SECONDED:** Dr. A. Eddy

**CARRIED**

**11.0. ANY OTHER BUSINESS – ALL**

An additional motion was proposed for a Category 2 proposal from Pathology and Laboratory Medicine for a course to be reclassify from required to recommended within the PhD/MSc programs.

**MOTION:** The Category 2 change from Pathology and Laboratory Medicine to reclassify a course from required to recommended within the PhD/MSc programs be accepted on the consent agenda, as with the other Category 2 changes.

**MOTION:** Dr. R. Wong

**SECONDED:** Dr. J. Anthony

**CARRIED**

**MOTION:** That the May 11, 2021 Faculty Executive meeting be adjourned.

**MOTION:** Dr. E. Moore

**SECONDED:** Dr. A. Eddy

**CARRIED**