

SOMAC Meeting
May 13, 2024 8:00-9:00am
Kelly Boardroom/Zoom

Jane Philpott, Briana Morley, Jen Valberg, Steve Smith, Diane Lougheed, Louise Winn, Chandra Tayade, Gena Piliotis, Leslie Flynn, Christine Orr, Sam Buttemer, Nancy Dalgarno, Josh Gnanasegaram, Pierre-Oliver Gaudreau, Tariq Hassan, Sandip Sengupta, Ruzica Jokic, David Walker, Edmund Jones, Lynne Postovit, Michelle Gibson, Tony Sanfilippo, Karen Schultz, Jean Matthews, Colleen Davison, Lysa Boisse Lomax, Aws Almufleh, Richard van Wylick, Khaled Zaza, Kristy Lodewyks, Denyse Richardson, Aynharan, Karen Yeates, Oyedeji Ayonrinde, Brad Stoner, Maera Haider, Darrin Payne, Dusan Kolar, David Lillicrap, Matt Simpson, Tarit Saha, Roumen Milev, David Messenger, Katie Roberts, Steven Scott, Michael Adams

1. Approval of agenda and minutes February 12, 2024

J. Philpott

The agenda and minutes were approved by M. Adams and seconded by K. Schultz.

2.0 Information Items

2.1 Clinical Faculty Promotion

K. Roberts/K. Lodewyks

K. Lodewyks spoke about how this project came about. There was feedback from the Provost's office indicating some concerns around ensuring our promotion files were of sufficient quality to move ahead to promotion.

An environmental scan was done of the RPT criteria. It was found that 50% of our faculty are at the rank of assistant professor. Progression through the promotion ranks aren't happening in a timely manner. Therefore, we have reviewed the promotion criteria as well as redefined, re-clarified and provided better metrics to push forward and move individuals through the ranks. We have also incorporated some principles of EDI with the help of Dr. Funnell and Dr. Davison.

K. Roberts shared that the current criteria is set out in the senate policy. The policy requires the consideration be given to teaching, research and scholarship as well as administration and professional service. The weighting for each category varies from rank to rank. The current criteria was developed in 2004 by QHS Faculty Board. Twenty years later the criteria is being reviewed clarifying expectations for applicants, department heads and appointments committees. There will be consistency across the School of Medicine as well as QHS and align with QUFA expectations. K. Roberts reviewed the high level summary of expectations for each ranking. Feedback is welcome after everyone has reviewed the documents that have been provided. The goal when bringing the new criteria to Faculty Board on May 29 will be to clarify the appropriate weighting and criteria within each category and at each rank.

Discussion ensued and a few suggestions were brought forward. One was that the benefits of being promoted should be made clear to faculty. Also a workshop promotion series would be a good idea.

Motion by Dean Philpott seconded by Peggy DeJong passed

2.2 QHS Budget Update

J. Philpott/M. Sheppard

M. Sheppard reviewed what the financial landscape looks like at the moment, and the work that has been done over the past 24 months to manage the budget. She reviewed the many reasons that the financial situation is so dire at the moment such as a tuition freeze and the decrease in international student enrollment. The deficit mitigation fund applied to all faculties and shared services for the next two years we were told in the fall was 1.5, 1.75 and 2.0 for the next several years. Then in March we were told it would be increased to 4.0 8.0 and 8.0. M. Sheppard shared some financial historical context in our faculty. We have been in a deficit for a while now, and over the past couple of years we have had to look at putting the faculty back to a financial sustainable position. During 2023/2024 and the current year we have worked to implement a budget savings of 10 million dollars. In 24/25 we have identified another 4.5 million in savings and this has been implemented. We are projecting another 3.3 and 2.2 million in savings for a total of 5.5 over the next 2 years. This would have gotten us to a balanced budget based on the deficit mitigation we were asked to achieve in the fall. Unfortunately, now with the new deficit mitigation numbers we won't get to the balanced budget position. We now need to identify another 4 million dollars in budget reductions.

Several initiatives have been identified for the 24/25 year and targets for the 25/26 year. There has been a lot of work at looking at administrative restructuring. We are looking at shared services in education which has been led by R. van Wylick. Cost containment in operations which is around space has been led by Christine Irving and her team. They have been looking at getting out of spaces that we are leasing, and consolidating activity into spaces in which we are already paying for. Steve Scott has been looking at cost containment in research. Other initiatives being looked at are international recruitment, expansion of health professions programs and the adoption of the activity based budget model. We are also looking at reviewing some operations that are running significant deficits.

Dean Philpott reported that we will continue to work on philanthropy as well, as it is always hoped that maybe some research operating commitments could be covered by gifts. Also all universities are continuing to lobby the government.

3.0 Consent Items

3.0 PGME Policy and Document Submission

K. Schultz

3.1 MD Program Policy Revisions and Job Description

G. Piliotis

Motion – approve the consent items as circulated

Motion by Dean Philpott seconded by S. Scott passed