

SOMAC Meeting
November 11, 2024 8:00-9:00am
Kelly Boardroom/Zoom

Jane Philpott, Briana Morley, Jen Valberg, Steve Smith, Diane Lougheed, Louise Winn, Chandra Tayade, Gena Piliotis, Dale Best, 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 May 13, 2024

J. Philpott

The agenda and minutes were approved

2.0 Information Items

2.1 Clinical Appointment Types

D. Lougheed

D. Lougheed presented the work on the project of clinical appointment types along with K. Lodewyks. Last year the promotion criteria for clinical faculty was reviewed, and it is being implemented this year. This is the second part of a two part project.

The presentation outlined the background and rationale. There have been many challenges with the existing academic appointment types, which haven't been updated in a long time. Many of the challenges were outlined in the slide presentation. The goal is to modernize the clinical appointment types so that they reflect the diverse work and evolving needs.

K. Lodewyks spoke about how they have consulted with many groups across the faculty as well as partner hospitals. The briefing note shows the current faculty types for the clinical group. An environmental scan was done with both Ontario and Canadian universities. We looked at how they labelled their appointment types, how rank is issued, what rank is associated with their appointments and term durations of appointments. After the review and feedback was received we propose a re-titling and restructuring of four appointment types. These appointments and re-appointments as well as timelines were then reviewed.

There were a few questions regarding existing contracts as well as appointment types, and what will happen when the changes are made to these four appointment types.

D. Lougheed shared that the feedback received so far from consultation meetings have been positive. There are several benefits such as simplifying methods to classify appointments, being consistent across all of our departments, modernizing appointments and aligning with other Canadian universities as well as reducing

administrative work. Subsequent work will be to update the many policies we have. The challenges will be to understand the implementation and impact as well as to educate faculty. Reassuring faculty that we are trying to make sure that the benefits of this work is a positive one will be important.

K. Lodewyks indicated that if there are any questions after the meeting please reach out to her. Faculty Board is scheduled for next week, and this work will be shared with the greater faculty complement at that time. The next timeline will be to go to the Board of Trustees, and the HR committee for the final approval in February. There will be an implementation process and roll out in which department heads will be involved as this moves forward.

Several questions were asked and answered by K. Lodewyks and D. Lougheed.

Motion by Dean Philpott seconded by Peggy DeJong passed

2.2 Comprehensive Black Student Recruitment Pathway

G. Pilotis

G. Pilotis spoke about the proposal to add to the new admission changes. Most schools have EDI streams as well as a black application process. P. Dejong has done a lot of work on this proposal that is being brought forward. Consultation took place with the EDIIA office. G. Pilotis talked about the QHS EDI action plan, and how this recommendation came about. A presentation followed outlining the vision on admissions, support in recruitment and post admission mentoring. The plan is to launch this for the medicine class entering in 2026. This will be the final entry class of the QuARMS pathways so therefore there will be an overlap, which is intentional.

Motion – to add the comprehensive black student recruitment pathway to the new medical admissions

Motion by G. Pilotis seconded by M. Adams passed

3.0 Decision Items

3.1 Academic Performance Advisory Group Terms of Reference

G. Pilotis

Notice of Motion: to approve the Academic Performance Advisory Group Terms Reference

Motion by G. Pilotis seconded by R. van Wylick passed