

## Meeting Minutes

<b>Committee</b>	FoMD Faculty Council		
<b>Members:</b>	Dr. B. Hemmelgarn (Chair) As per list attached	<b>Date :</b>	November 16, 2021
	 <b>Attendance List: Nov 16 2021.pdf</b> <i>Quorum is represented by those faculty members member present.</i>	<b>Time:</b>	4:00pm
<b>Called to Order:</b>	4:02pm	<b>Location:</b>	Via Zoom
<b>Guests</b>	None	<b>Scribe:</b>	Erin Neil
<b>Approval of agenda</b>	<b>Approved by consensus with no additions.</b>		
<b>Approval of previous meeting Minutes</b>	<b>Date:</b> September 21, 2021 <b>MOVED</b> by L. Sonnenberg and <b>SECONDED</b> by G. Rayat to approve the minutes as circulated. <b>ALL IN FAVOUR. CARRIED.</b>		
<b>Meeting Attachments:</b>	All attachments provided via email November 2, 2021		

Topic	Summary	Action by whom	Target Date	Status
<b>1. Business Arising</b>	Introduction of new Faculty has historically been done at Faculty Council – further discussions with FoMD leadership to determine the best venue to introduce new Faculty.			
<b>2. Dean's Report</b>	Dr. B. Hemmelgarn provided update: <ul style="list-style-type: none"> <li>At the last Faculty Executive Council meeting Dr. Greta Cummings and Susan Lynch provided an overview of where things are at with respect to the College of Health sciences.</li> </ul>  <b>1 Dean's Report: .pdf</b>			
<b>3. Vice Dean Education</b>				
<b>a. Update</b>	Dr. S. Schipper presented:  <b>2 Class of 2021 Fall Graduated .pdf</b> <b>Motion:</b> That Faculty Council approve the proposed 2021 Fall Graduated lists above. Moved by S. Forgie. Seconded by A. Underhill. All in favour. Carried.			
<b>b. MD Admissions Report</b>	Dr. L. Stovel presented:  <b>3 MD Admissions Update.pdf</b>			

Topic	Summary	Action by Whom	Target Date	Status
c. Accreditation Update	Dr. R. Kearney and Dr. J. Rodger presented:  <b>4 Accreditation '22 Update.pdf</b>			
<b>4. Vice-Deans Research</b>				
a. Clinical	Dr. L. Richer provided update: <ul style="list-style-type: none"> <li>• Clinical trial management system is now live – training is being provided.</li> <li>• Partnership for Research, Innovation and Health Systems will be released in early 2022.</li> </ul>			
<b>5. Vice-Dean Faculty Affairs</b>				
a. Update	Dr. D. Kunimoto provided update:  <b>5 VOFA Update.pdf</b>			
b. Gender Pay Analysis/EDI Survey Results	Dr. H. Goetz presented:  <b>6 Gender Pay Analysis.pdf</b>  <b>7 EDI Survey Results.pdf</b>			
c. GFC Update	Dr. S. Persad provided update: <ul style="list-style-type: none"> <li>• Census being distributed to all students. The census is focus on demographics, equity, diversity and inclusiveness – was sent out November 15 and will be open until December 3.</li> <li>• Results will be reviewed by the committee members – the committee is made up of representation from the Student Union, Graduate Students Association, The Black Graduate Students Association.</li> <li>• The Dean of the Faculty of Indigenous Studies – brought forward the Indigenous Institutional Strategic Plan.</li> <li>• Ring houses – will be moved to another location and will not be destroyed.</li> <li>• Vaccine requirements were discussed at the last GFC meeting.</li> </ul>			
6. Other Business	None			
7. Announcements	<b>Adjourned at 5:36pm</b>			
<b>Next Meeting</b>	<b>March 15, 2022</b>			
<b>Approved</b>	<b>March 15, 2022</b>			

## Dean's Report



**UofA** for  
TOMORROW

# FoMD Executive Council

Greta Cummings  
Susan Lynch

November 10 2021





## Working Groups Established

- Experiential Learning
- International
- EDI
- Indigeneity
- Academic Integrity
- Undergraduate
- Graduate
- Research
- HSERC/Simulation

## Office of Education (Undergraduate & Graduate)

The following processes will be administered from the Office of Education in the College of Health Sciences without redundant processes within each Faculty:

- Academic discipline
- Accommodation issues
- Work-integrated and experiential learning coordination and enhancement

## Office of Research (still TBD)

The following processes will be administered from the Office of Research in the College of Health Sciences without redundant processes within each Faculty.

Recommended from our College ADRs:

- Research administration
- Facilitation & Support
- Researcher Development
- Technology Transfer, Commercialization, & Knowledge Mobilizations
- Research Strategy and Collaboration
- Facilities & Infrastructure

# Timeline

- Office(s) ? approved Health Sciences Council of Deans – Nov/Dec
- College governance – Jan/Feb
- Recruit Office(s) Directors – Jan/Feb
- Recruit office administration support – March/Apr
- Process mapping across Faculties – May/June
- Offices providing support July 1, 2022

# Continue with College Development

## Establishing

- International
- EDI
- Indigeneity
- CPE

# New Business

**Vice-Dean of Education**  
**Shirley Schipper, MD, CCFP, FCFP**

Class of 2021  
Fall Graduands for Approval

Bachelor of Medical Sciences (Dentistry)  
Bachelor of Science Dental Hygiene  
Certificate in Biomedical Research



# **Bachelor of Medical Sciences (Dentistry) Degree Class of 2021 Fall Graduands**

**BOIKO, Natalya**

**CARREON, Kevin Alan**

**CHOI, Janice**

**CZYZ, Maria**

**DE GOEIJ, Lou-ann**

**ELLERBY, Keelan James**

**FRADETTE, Sheldon**

**KIM, Andy Seongju**

**MICHAIEL, John**

**OVIATT, Leland Dirk**

**PARK, Jacob**

**WEBSTER, Ethan**

**WEIK, Kole**



# **Bachelor of Science Dental Hygiene Class of 2021 Fall Graduands**

**MUDALIAR, Rita Radika**

**WILLIAMS, Nicole Joanne**



# **Certificate in Biomedical Research Class of 2021 Fall Graduands**

**ARAUJO, Gala Patricia**

**BRAUN, Shelly**

**CARR, Charlotte**

**CASHION, Jessica Lynne**

**HAGAN, Lois Nana Ama Afoa**

**JHAJJ, Gaganpreet Singh**

**MOUKASKAS, Basel Maher**

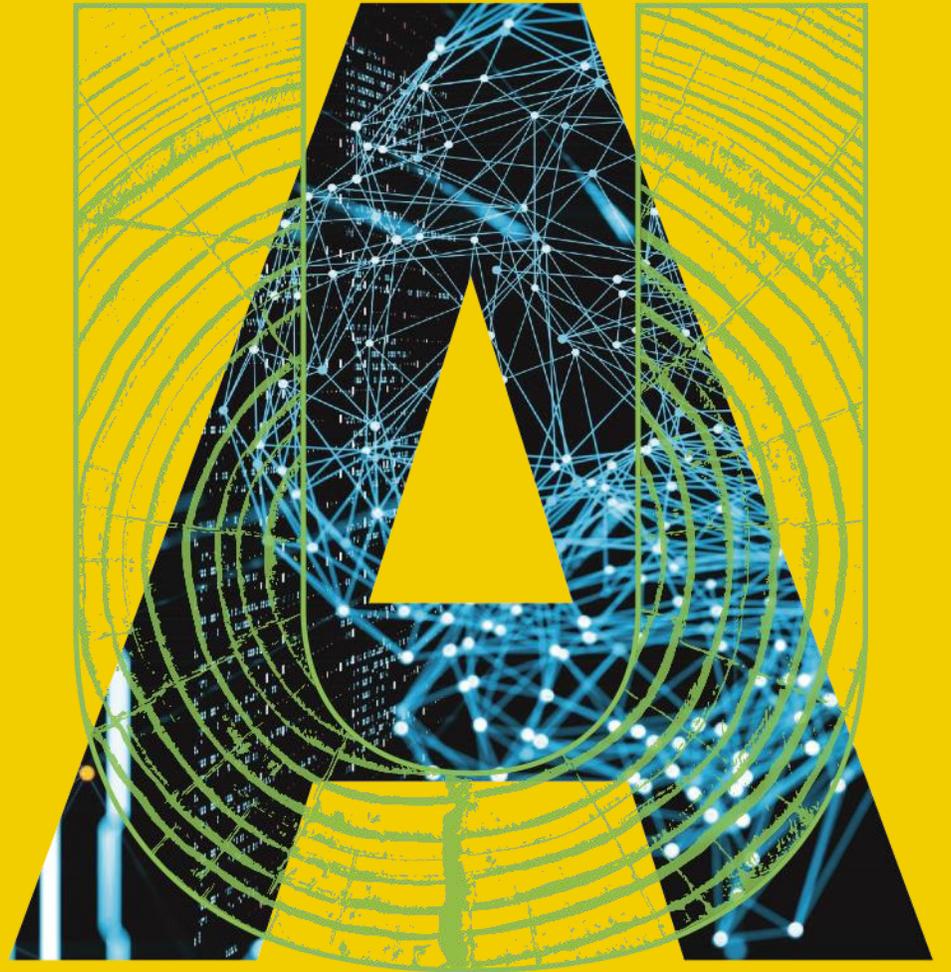


# MD Admissions Update

Dr. Laura Stovel



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- 1. Overview of last Admissions cycle**
- 2. Planned change to Admission criteria**

560 candidates  
360 interviewers  
150 volunteers  
15 staff

MD Admission Interviews:  
March 20-21, 2021

All interviews successfully  
completed via Zoom video-  
conferencing

Planning for same format for  
March 19-20, 2022

[lstovel@ualberta.ca](mailto:lstovel@ualberta.ca)

# MD Admissions Streams

# Albertan Applicants

Application Year	Submitted Applications	Interviewed	Admitted
2021-2022	<i>in progress</i>		
2020-2021	1153	460	154
2019-2020	1045	453	149
2018-2019	918	439	163
2017-2018	928	450	154
2016-2017	997	460	150

# Non-Albertan Applicants

Application Year	Submitted Applications	Interviewed	Admitted
2021-2022	<i>in progress</i>		
2020-2021	651	80	10
2019-2020	570	59	11
2018-2019	572	72	8
2017-2018	675	76	9
2016-2017	555	64	13

# Indigenous Applicants

Application Year	Submitted Applications	Interviewed	Offered	Admitted
2021-2022	<i>in progress</i>			
2020-2021	28	20	12	8
2019-2020	25	16	13	9*
2018-2019	22	14	13	11**
2017-2018	17	11	10	6***
2016-2017	18	10	5	3

\*Quota removed, admission offered to all eligible Indigenous candidates who have been recommended by the Indigenous Admissions Subcommittee (IAS)

\*\*Decanal decision to offer admission to eligible Indigenous candidates, recommended by the IAS, above the quota of 5

\*\*\*5 quota positions and 1 position through Alberta pool

# Black Applicants

Application Year	Submitted Applications	Interviewed	Admitted
2021-2022	<i>in progress</i>		
2020-2021	80	29	6

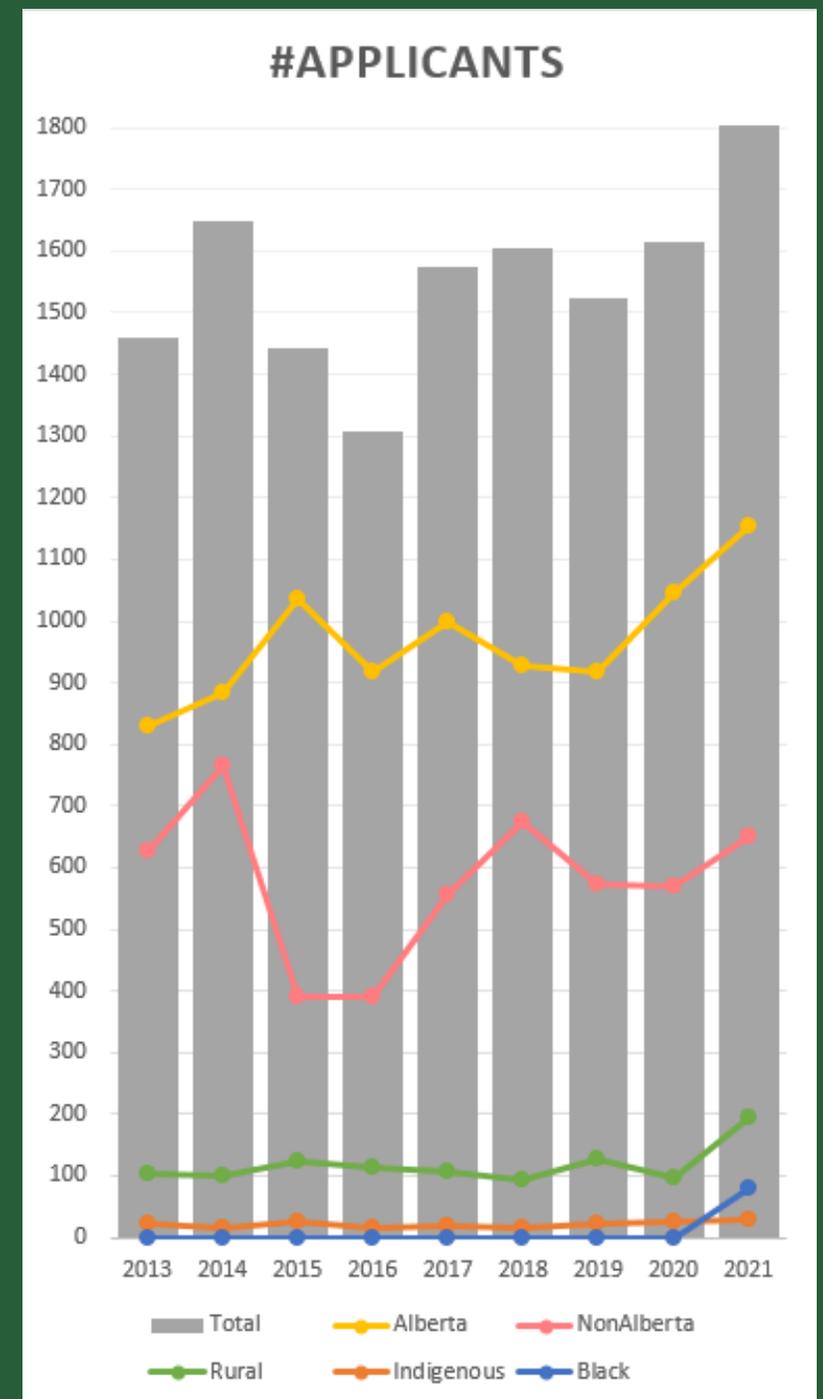
*First year with the Black Applicant Admissions Process.*

# Rural Applicants

Application Year	Submitted Applications	Interviewed	Admitted
2021-2022	<i>in progress</i>		
2020-2021	194	192	39
2019-2020	99	95	23
2018-2019	139	108	33
2017-2018	90	73	26
2016-2017	104	76	22

# Applications

	Application Year								
	2013	2014	2015	2016	2017	2018	2019	2020	2021
Alberta	831	885	1036	916	997	928	918	1045	1153
NonAlberta	627	764	391	391	555	675	572	570	651
Rural	102	101	124	115	105	93	127	95	193
Indigenous	21	14	27	14	18	17	22	25	28
Black	nd	nd	nd	nd	nd	nd	nd	nd	80
Total	1458	1649	1441	1308	1573	1604	1523	1615	1804



# C2025 Entering Class Statistics

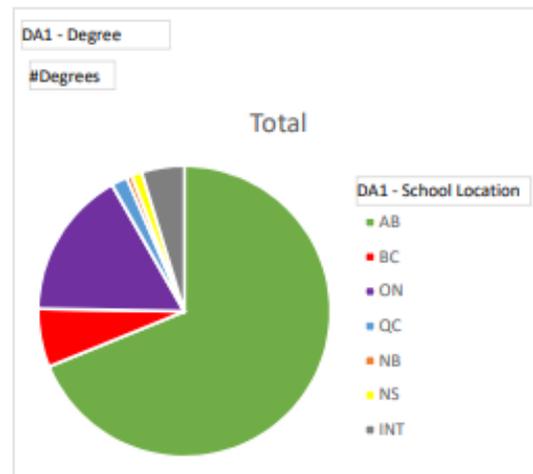
# Entering Class Degrees

Bachelor Degree Schools	#Degrees
<b>AB</b>	
Concordia University of Edmonton	2
Grant MacEwan University	4
Mount Royal University	2
The King's University	1
University of Alberta	59
University of Calgary	43
University of Lethbridge	6
<b>BC</b>	
Thompson Rivers University	2
Trinity Western University	1
University of British Columbia	8
<b>ON</b>	
McMaster University	3
Queen's University	4
University of Guelph	2
University of Ottawa	1
University of Toronto	9
University of Victoria	1
University of Western Ontario	8
<b>QC</b>	
McGill University	3
<b>NB</b>	
University of New Brunswick	1
<b>NS</b>	
Dalhousie University	2
<b>INT</b>	
Arizona State University	1
Carthage College	1
College of the Holy Cross	1
Columbia University	1
Oglethorpe University	1
Princeton University	1
University of California - Berkeley	1
University of Wisconsin-Milwaukee	1
<b>Grand Total</b>	<b>170</b>

Bachelor Degree	#Degrees
Bachelor of Arts	8
Bachelor of Arts and Science	1
Bachelor of Commerce	1
Bachelor of Community Rehabilitation	1
Bachelor of Education	1
Bachelor of Management and Organizational Studies	1
Bachelor of Science	113
Bachelor of Science-Engineering	6
Bachelor of Science-Health Sciences	10
Bachelor of Science-Kinesiology	12
Bachelor of Science-Medical Sciences	5
Bachelor of Science-Nursing	6
Bachelor of Science-Pharmacy	5
<b>Grand Total</b>	<b>170</b>

DA1 - Degree (Multiple Items)

Bachelor Degree School Province	#Degrees
AB	117
BC	11
ON	28
QC	3
NB	1
NS	2
INT	8
<b>Grand Total</b>	<b>170</b>



Graduate Degree Schools	#Degrees
<b>AB</b>	
University of Alberta	4
University of Calgary	6
<b>BC</b>	
Simon Fraser University	1
University of British Columbia	1
<b>ON</b>	
Laurentian University	1
Queen's University	1
University of Toronto	2
University of Western Ontario	1
<b>QC</b>	
McGill University	1
Polytechnique Montreal	1
Universite Laval	2
<b>NS</b>	
Dalhousie University	1
<b>INT</b>	
Arizona State University	1
Dartmouth	1
University of California - San Francisco	1
<b>Grand Total</b>	<b>25</b>

Graduate Degree	#Degrees
Doctor of Pharmacy	1
Doctorat en medecine dentaire	1
Maitrise en administration des affaires	1
Master of Biomedical Technology	2
Master of Business Admin	1
Master of Kinesiology	1
Master of Legal Studies	1
Master of Public Health	5
Master of Science	11
Master of Science-Applied	1
<b>Grand Total</b>	<b>25</b>

# Entering Class Data

	Alberta	NonAlbertan	Indigenous	Rural	Black	All Accepted						
	Students	154	Students	10	Students	8	Students	39	Students	6	Students	164
	Male	62	Male	2	Male	3	Male	12	Male	1	Male	64
	Female	92	Female	8	Female	5	Female	27	Female	5	Female	100
Age	Max	39.81	Max	33.10	Max	24.44	Max	32.04	Max	31.65	Max	39.81
	Average	24.54	Average	27.12	Average	22.95	Average	24.40	Average	26.53	Average	24.69
	Median	23.50	Median	26.71	Median	22.64	Median	23.51	Median	25.38	Median	23.65
	Mode	22.61	Mode	#N/A	Mode	#N/A	Mode	#N/A	Mode	#N/A	Mode	22.61
	Min	21.50	Min	22.98	Min	22.00	Min	21.96	Min	23.46	Min	21.50
cGPA	Max	4.00	Max	3.96	Max	4.00	Max	4.00	Max	3.89	Max	4.00
	Average	3.85	Average	3.85	Average	3.79	Average	3.82	Average	3.67	Average	3.85
	Median	3.92	Median	3.94	Median	3.89	Median	3.87	Median	3.59	Median	3.92
	Mode	4.00	Mode	3.95	Mode	4.00	Mode	3.99	Mode	3.56	Mode	4.00
	Min	3.33	Min	3.57	Min	3.35	Min	3.35	Min	3.51	Min	3.33
MCAT	Max	131.00	Max	130.50	Max	128.75	Max	131.00	Max	129.50	Max	131.00
	Average	128.57	Average	129.43	Average	127.56	Average	128.16	Average	127.63	Average	128.62
	Median	128.75	Median	129.63	Median	127.50	Median	128.25	Median	127.50	Median	128.75
	Mode	129.25	Mode	130.25	Mode	128.25	Mode	129.25	Mode	#N/A	Mode	129.25
	Min	125.00	Min	128.00	Min	125.75	Min	125.00	Min	125.75	Min	125.00
Personal Activities	Max	26.50	Max	22.50	Max	19.50	Max	25.00	Max	22.00	Max	26.50
	Average	16.94	Average	18.50	Average	11.81	Average	16.19	Average	20.17	Average	17.03
	Median	17.00	Median	18.50	Median	11.25	Median	16.00	Median	21.25	Median	17.00
	Mode	17.00	Mode	20.50	Mode	8.50	Mode	17.00	Mode	21.50	Mode	17.00
	Min	5.00	Min	14.50	Min	5.00	Min	8.50	Min	17.00	Min	5.00
Interview	Max	28.75	Max	26.25	Max	26.25	Max	28.13	Max	28.13	Max	28.75
	Average	23.69	Average	24.69	Average	20.94	Average	23.57	Average	26.04	Average	23.75
	Median	23.75	Median	24.69	Median	21.88	Median	23.13	Median	26.56	Median	23.75
	Mode	23.13	Mode	25.63	Mode	21.88	Mode	23.13	Mode	27.50	Mode	23.13
	Min	15.00	Min	23.13	Min	15.00	Min	15.00	Min	23.13	Min	15.00
CASPer	Max	2.22	Max	1.93	Max	2.22	Max	1.70	Max	0.18	Max	2.22
	Average	0.37	Average	0.55	Average	0.34	Average	0.16	Average	-0.08	Average	0.38
	Median	0.12	Median	0.31	Median	0.11	Median	0.00	Median	0.08	Median	0.12
	Mode	0.00	Mode	#N/A	Mode	#N/A	Mode	0.00	Mode	0.18	Mode	0.00
	Min	-1.57	Min	-1.00	Min	-0.59	Min	-0.66	Min	-0.74	Min	-1.57

# MCAT

- The MCAT is one of our Admission criteria
- It is a calendar requirement
- Concern: the MCAT disadvantages certain groups related to socio-economic status, geography, culture, language

# MCAT

- In response to this concern, this year the MD Admissions Committee voted to proceed with implementing a flat threshold for the MCAT for the 2022-2023 application cycle

# MCAT

- This change will allow greater attention to other aspects of individuals' applications
- We anticipate that this will create opportunities for applicants and promote diversity in our medical school class



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# ACCREDITATION '22 UPDATE

November, 2021



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'22

Mock Accreditation is  
**February 7-9, 2022**

Full Site Visit will be in  
2 parts

Virtual Visit:

**October 16-19, 2022**

Follow Up (In Person):

**November 28-29**

# Data Collection Instrument (DCI)

- 12 Standards, 96 Elements, 446 questions
  - Half of the elements have already been reviewed by sub-committees
  - Still waiting for information for 10 elements; the rest are ready to review

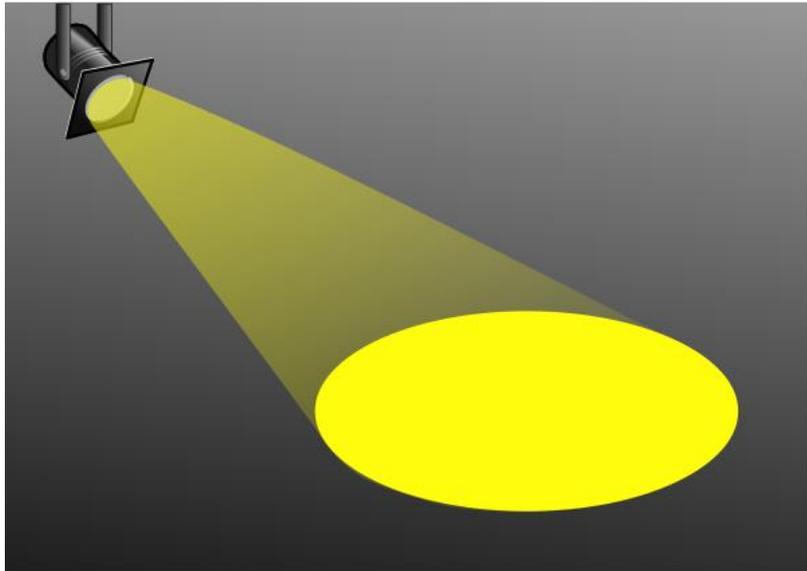


# Medical School Self-Study (MSS)

- Steering Committee & 6 Sub-Committees have been meeting every month to review data and evaluate it against the CACMS standards
- Committees make CQI recommendations which are fed back to the MD Program & FoMD for action



# Quality Improvement & Purpose of Accreditation



- Purpose of accreditation is to demonstrate that the education program that culminates in the MD degree meets reasonable, generally accepted, and appropriate national standards for educational quality
- CACMS is moving towards a focus on continuous quality improvement through the accreditation process



# CACMS & LCME

## **From the AFMC's recent Report to Partners:**

The decision was made to implement separate processes going forward in which the Committee on Accreditation of Canadian Medical Schools (CACMS) will assume independent accreditation of Canadian medical education programs and the Liaison Committee on Medical Education (LCME) will continue to accredit medical education programs in the United States.

The LCME accreditation of Canadian medical schools will cease on June 30, 2025.



# Spotlight on Standard 12

## Medical Student Health Services, Personal Counseling, and Financial Aid Services

**Element 12.1** - ensures the medical school provides its medical students with effective financial aid and debt management counseling and has mechanisms in place to minimize the impact of direct educational expenses (i.e., tuition, fees, books, supplies) on medical student indebtedness.

**Element 12.3** - ensures an effective system of personal counseling for medical students that includes programs to promote their well-being and to facilitate their adjustment to the physical and emotional demands of medical education.

**Element 12.8** - A medical school has policies in place that effectively address medical student exposure to infectious and environmental hazards

### **Other Topics Include:**

- Tuition Refunds
- Personal Counseling
- Student Access to Health Services
- Access to Health/Disability Insurance
- Immunization Requirements





# Did you know?

## Human Blood or Body Fluid Exposure Protocol

reviewed and approved by MDCPC  
on October 21, 2021

The protocol outlines the steps that must be followed by medical students in the event of human blood/body fluid exposure (HBBFE). Students are also encouraged to consult their HBBFE card for quick access to this information.

The protocol supports accreditation standard 12.

# Website

## Accreditation '22 Website

**Your one stop shop for all accreditation-related information.**

<https://www.ualberta.ca/medicine/programs/md/accreditation/index.html>



# Questions about Accreditation?

**Please contact Dr. Joanne Rodger,  
Director, Program Quality &  
Accreditation**

**[joanne.rodger@ualberta.ca](mailto:joanne.rodger@ualberta.ca)**



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# Vice Dean Faculty Affairs – Update

## Department Chair Searches & Reviews

Department of Psychiatry (Search)

Completed

Department of Surgery (Review)

Completed

Department of Family Medicine (Search)

Closing Date: November 30, 2021

Department of Physiology (Search)

Town Hall – December 2021  
First Committee Meeting December 2021

Department of Emergency Medicine (Review)

January 2022



# Gender Pay Analysis

## Oct 2020

# Demographics – by Rank

<b>Characteristic</b>	<b>N</b>	<b>Assistant, N = 109<sup>1</sup></b>	<b>Associate, N = 228<sup>1</sup></b>	<b>Professor, N = 288<sup>1</sup></b>
Sex	625			
Male		47 (43%)	123 (54%)	208 (72%)
Female		62 (57%)	105 (46%)	80 (28%)
Age	625	38 (36, 41)	49 (46, 54)	58 (53, 63)
Status	625			
Leave With Pay		5 (4.6%)	3 (1.3%)	13 (4.5%)
Active		104 (95%)	225 (99%)	275 (95%)
PhD	625	34 (31%)	70 (31%)	120 (42%)
MD	625	82 (75%)	163 (71%)	177 (61%)
MD-PhD	625	9 (8.3%)	11 (4.8%)	24 (8.3%)
AMHSP	625	73 (67%)	93 (41%)	107 (37%)

<sup>1</sup> n (%); Median (IQR)

# Demographics by Gender

Characteristic	N	Male, N = 378 <sup>1</sup>	Female, N = 247 <sup>1</sup>
Age	625	53 (46, 60)	50 (43, 57)
Rank	625		
Assistant		47 (12%)	62 (25%)
Associate		123 (33%)	105 (43%)
Professor		208 (55%)	80 (32%)
Status	625		
Leave With Pay		8 (2.1%)	13 (5.3%)
Active		370 (98%)	234 (95%)
PhD	625	142 (38%)	82 (33%)
MD	625	254 (67%)	168 (68%)
MD-PhD	625	32 (8.5%)	12 (4.9%)
AMHSP	625	147 (39%)	126 (51%)

<sup>1</sup> Median (IQR); n (%)

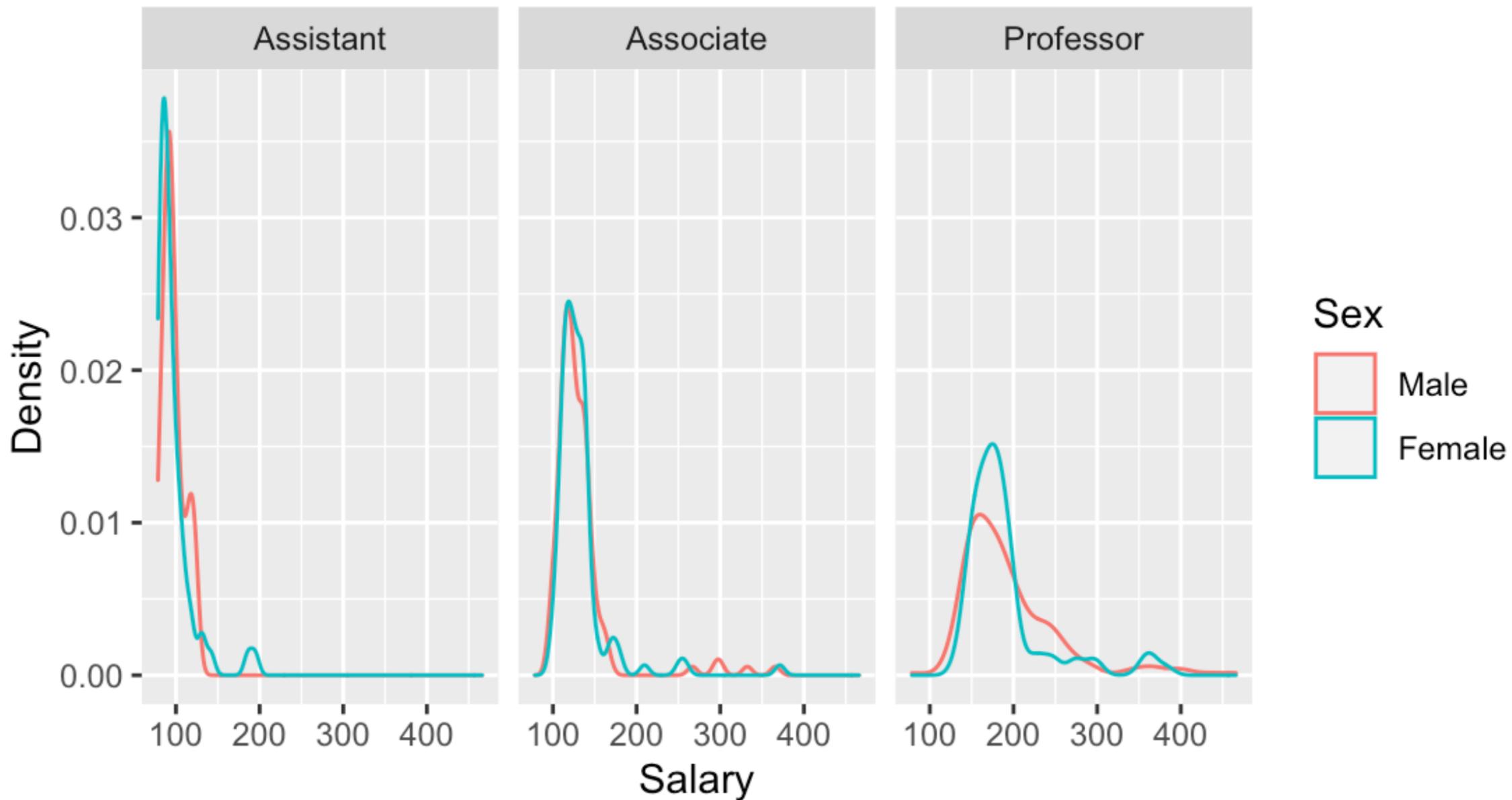
# Salary by Age

## Organized by Rank



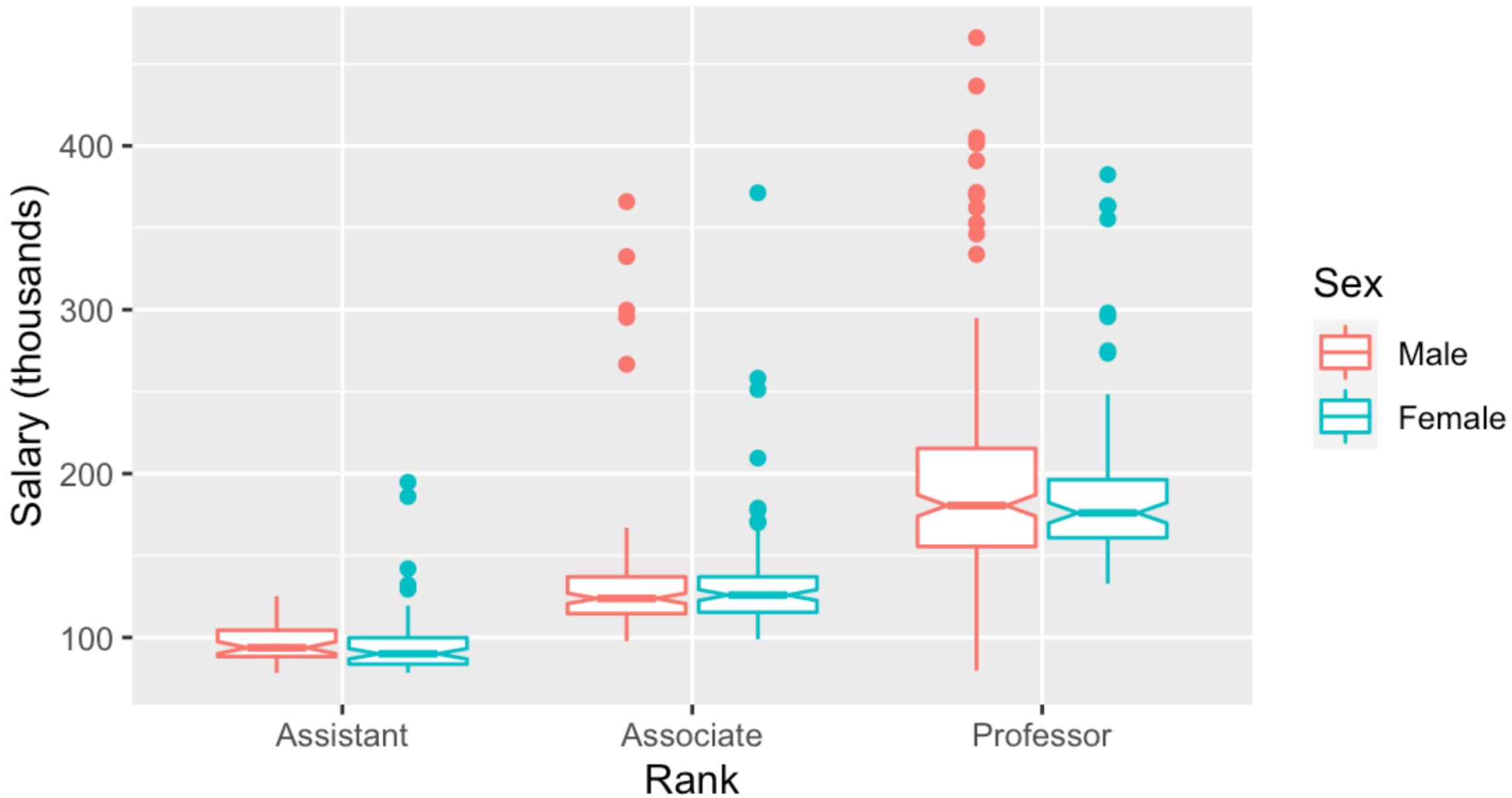
# Density Plot of Salary

Organized by Rank



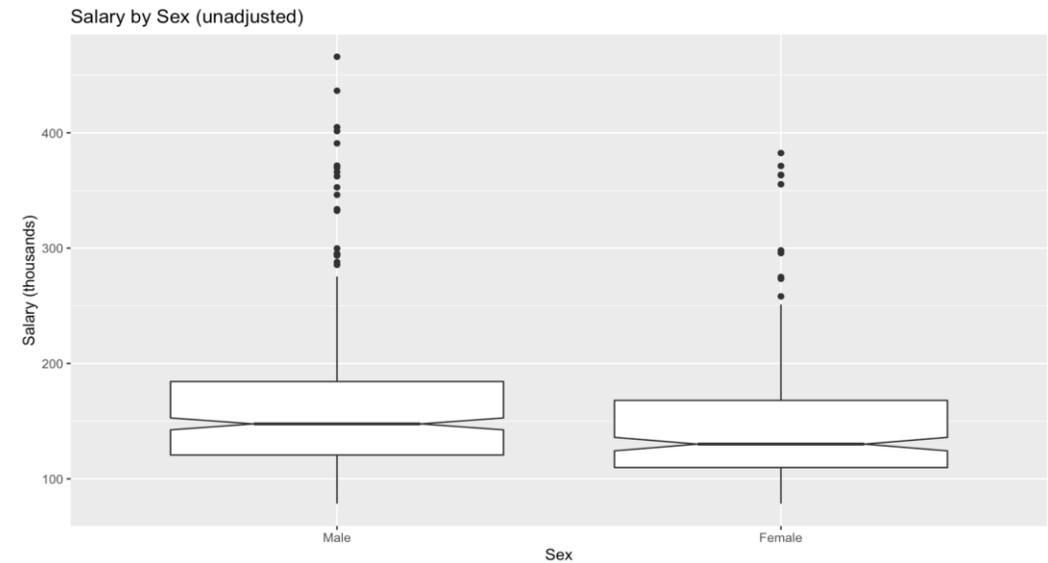
# Salary by Rank

Male versus Female



Characteristic	Beta	95% CI <sup>1</sup>	p-value
Age	2.8	2.2, 3.3	<0.001
Rank			
Assistant	—	—	
Associate	7.3	-3.8, 18	0.2
Professor	46	33, 60	<0.001
Sex			
Male	—	—	
Female	-0.91	-7.9, 6.1	0.8

<sup>1</sup> CI = Confidence Interval



**No gender pay gap was identified with either the unadjusted analysis or adjusted analysis.**

Controlling for age and rank, the coefficient of salaries for females was of -0.91 (i.e. \$910 less) with a wide confidence interval that includes 0 and p-value = 0.8.

# EDI Survey Results

Rubric	UofA	FoMD	STATs Canada-Alberta 2016
<b>Gender Identity and sexual orientation</b>			
Women	61.8	67.8	
Man	37.3	30.6	
Gender fluid non binary	1.1		
Another gender identity	0.5		
Asexual	4.0	3.7	
Bisexual	4.3	2.9	
Gay	2.4	1.3	
Queer	1.9		
Lesbian	1.4		
Two spirit	0.3		
Another	0.4		

<b>Visible Minority</b>	<b>22.8</b>	<b>24.5</b>	<b>26</b>
Arab	4.9	5.8	1.4
Black	12	7.9	3.3
Chinese	32.1	29.2	4
Filipino	6.7	9.7	4.2
Japanese	3.4	4.7	0.3
Korean	1.9	X	0.5
Latin American	8.5	9.0	1.4
South Asian	20.7	21.7	5.8
Southeast Asian	3.8	X	1.1
West Asian	4.9	4.2	0.5
Another	6.1	6.9	0.2
**			
<b>Persons with disability</b>	<b>4.9</b>	<b>3.9</b>	<b>25-44Y</b>
Chronic conditions	55.9	55	M 4.7 F6.4
Mental health challenges	45.8	49	45-64 M15.2 F17.6
			65-74 M30.5 F28.7
<b>Country of birth</b>			
Canada	66	61.7	
Other	34	36.3	

Indigenous identification	3.2	2.4	6.5
From Canada	86.9	82.1	First Nations (North American Indian) single identity
From US or other	13.1		3.4
First Nation (status or non-status)	38.8	47.8	First Nations single identity (Registered or Treaty Indian)
Metis	64.5	47.8	2.8
Inuk (Inuit) within Canada		x	First Nations single identity (not a Registered or Treaty Indian)
			0.6
			Métis single identity
			2.9
			Inuk (Inuit) single identity
			0.1
			Multiple Aboriginal identities
			0.1
			Aboriginal identities not included elsewhere
			0.1

First language			
English	70	68.3	
French	3.1	2.1	

FoMD response rate-53%, >1200 responders; 4<sup>th</sup> from bottom

Categories with fewer than 10 responders were suppressed

STATs Canada 2016 (coming up May 2021)

Disability-STATs Canada: activity limitation or participation restriction

associated with physical or mental or health problem expected >6 months

\*\* Visible Minority, Alberta 2016

<https://www150.statcan.gc.ca/>