

**Minutes of Faculty Meeting held on Friday, December 15, 2023  
at 10:30 a.m. to 12:30 p.m. in B151/Zoom**

**Present:** Please see the attached attendance list of those who attended the meeting in person and signed/checked out their names.

1. **Welcome and Land Acknowledgement – Trevor Corneil, Acting Director**  
Acting Director Trevor acknowledged the traditional territory and invited participants to reflect on indigenous peoples' experiences. Trevor recognized the challenges faced over the past few months, particularly addressing the events in the Middle East, such as the October 7 terrorist attack and the ongoing humanitarian crisis.
2. **Approval of Agenda – Approved.**
3. **Approval of Minutes of October – approved with correction to 5c**  
c) Additionally, there was a mention of the Provost's Office introducing funding from the indigenous strategic commission. This funding opportunity supports implementation of the UBC Indigenous Strategic Plan. There are three funding streams with funds ranging from \$30k up to \$250k depending on stream. More details please find in the attached December report.
4. **Director's Report**  
There was no report submitted by Aslam. An inquiry about the posting of the Director position was raised. Trevor responded by indicating that the posting for the Director position had closed, and applications were with the Dean's office. Updates on the selection process were pending.
5. **Associate Directors Updates**
  - **Research – Rachel Murphy, *report attached***  
Rachel introduced upcoming changes in the CIHR project grant season. Highlighting alterations in project components. Participants were informed about the need for proposals to stand alone. Details can be found in the attached report.
  - **Education – Trevor Dummer, *report attached***
    - a) The graduation event in November was well-attended, with positive feedback from students and faculty.
    - b) A reminder was given about an upcoming faculty forum on indigenizing the curriculum. The event is scheduled on Friday, March 1, from 10:30 AM to 12:00 PM. The forum aims to learn from Indigenous approaches to teaching and supervision practice.
    - c) Trevor mentioned an upcoming plan to increase the minimum funding for Ph.D. students from \$22,000 to \$24,000, effective September 1, 2024.
    - d) Participants had a comprehensive discussion on funding challenges and program dynamics. Deliberations included the financial intricacies of the four-year CIHR and potential hurdles in meeting minimum funding requirements for master's

students. Concerns were raised about instances where minimum funding criteria were not met. Faculty struggles in supporting students due to grant limitations, and the potential impact on student diversity. If supervisors are able to prioritize candidates, they may secure external funding. There are regulations to prevent students from concurrently holding certain awards, ensuring a clearer and more equitable award distribution process. Extended student durations and considerations for program restructuring were explored, alongside discussions on regulations governing student employment hours and their implications on funding. In addition, Trevor mentioned there is no specific scholarship support only for low-income students.

- **Faculty Affairs and Partnerships– Louise Masse, *report attached***

Draft Study Leave Request Guidelines for approval - This document was approved at the full Faculty Meeting.

- a) Louise emphasized on the upcoming faculty recruitment, including four CRC Tier II Anti-racism candidates coming on January 8, 11, 15, and 24, and two Global Environmental Health candidates coming on January 16-17 and 18-19. A preference for in-person attendance at presentations was highlighted to ensure effective recruitment processes. Coordination efforts for calendar blocking and communication were also discussed to streamline information flow.
- b) The activity reports have included a new section on EDI to gain insights.
- c) A concern was raised about the posting for the director position lacking a clear closing date, leading to uncertainty among potential applicants. The committee plans to clarify details once information is received from the Faculty of Medicine.

- **Clinical Faculty Affairs – Trevor Corneil**

Updates were provided on the evolving process of faculty assessment for promotion, reflecting activities relevant to clinical practice, but that will not impact the applications or promotions in 2024. A message will be sent to all clinical faculty requesting for activity report or promotion in January.

## 6. **Advisor to the School Director**

- **Indigenous engagement; Alumni and student engagement activities; Directions for SPPH EDI Lead– Craig Mitton, *report attached***

- **REDI Lead, Sue Mills, *report attached***

- a) The Community Forum was successful with approximately 70 students, staff, and faculty attended, reflecting a great collective effort. The PowerPoint presentation and raw data have been sent to participants, with ongoing work on synthesizing the information for broader distribution within the SPPH community. A call for feedback on the forum was extended, with participants encouraged to complete the evaluation to help improve future events.

Sue introduced the dominant themes from the forum were focusing on building relationships, various communication facets, indigenous community building,

training, and cultural safety. The synthesis report, currently in progress, will offer more specific details on discussed issues and proposed actions.

In addition, acknowledgment was made of those who couldn't attend the forum, and plans to address this by varying event times and providing more notice for increased participation.

- b) The REDI Committee is now operational, with monthly meetings starting in January.

## **7. Program Directors Updates**

- **MGH – Daniel Steel**

MGH received Faculty of Medicine approval on November 21, 2023. Upcoming activities will be related to government engagement, student tuition consultation, and logistical aspects of the program.

- **MSc/PhD – Susan Cox – no report**

- **MPH – Paul Kershaw**

- a) Paul shared a significant achievement in recruiting its first-ever Musqueam master's student, exemplifying dedicated efforts to enhance outreach. Danielle Harkey will start in January, with two years of tuition coverage and flexible scheduling accommodations, showcasing the program's commitment to creating an inclusive and supportive learning experience.

- b) Paul expressed challenges in recruiting members for the MPH admissions committee, urging individuals to join the committee's meeting on March 8th from 9:30 am to 1:00 pm. Please directly reach out to Paul at [paul.kershaw@ubc.ca](mailto:paul.kershaw@ubc.ca) if you are interested in joining them.

- **MHA – Nick Bansback**

The MHA program shared efforts to create a formal pathway for Indigenous students, with an Indigenous Admissions Committee to assess applicants based on a defined framework. Paul shared experience with using the Center for Excellence certificate program as a pathway into the MPH program, where credits from the certificate courses are applied toward the degree. Despite the pathway's existence, it has not been widely utilized. Challenges around ensuring a safe environment for Indigenous students were acknowledged.

- **MSc OEH – Chris McLeod – no report**

- **MHSc – Jason Sutherland**

A collaboration between the MHSc program and the Psychiatry Department is formalizing. It involves the introduction of two new 581 courses (one would be taught by Daniel Vigo) aimed at the translation of psychiatry. The courses are open to all graduate students, not limited to psychiatry students, residents and fellows.

- **PPHM – Trevor Corneil**

The Clinical Investigator Program had a valuable meeting this weekend, attended by a diverse group, including residents and individuals pausing their residency for two years. These participants, after being compensated as residents, pursue additional education (MSD, MHSD, or Ph.D.) to advance as clinical scientists.

PPHM has three residents who are starting. One has just started. And two will start in January.

Practicing doctors seeking re-entries face new Ministry of Health requirements, including a three-year service commitment in British Columbia with a financial obligation of \$750,000 to \$900,000, presenting challenges for specialties like psychiatry and dermatology. Despite uncertainties, our postgraduate team is actively addressing these issues and providing support, working on plans for term appointments and jobs.

- **Accreditation & Quality Improvement – Patty Janssen, *report attached***

- a) The first part of accreditation is completed, awaiting a letter from the president's office. The major accreditation application is expected to start in about eight weeks.
- b) There were discussions on quality improvement, deciding what to measure, and using activity reports for documentation. Patty was exploring ways to capture data electronically, considering online forms for data entry.

**8. Centre Directors Updates**

- **HELP – Mariana Brussoni, *report attached***

HELP welcomed three new faculty members:

Dr. Judy Gillespie, Associate Professor and Director, UBC School of Social Work

Dr. Caroline Sanders, Associate Professor and MBE, UNBC Nursing

Dr. Tim Oberlander Professor, Dept of Pediatrics and School of Population and Public Health

- **CHSPR – Jason Sutherland** – no report
- **Applied Ethics – David Silver** – no report
- **CEIH – Nadine Caron** – no report
- **Affiliated Centres – C2E2, BCCDC, CHEOS** – no report

**Division Heads Updates**

- **OEH – Chris McLeod** – no report
- **EBPHP – Amee Manges, *report attached***

Amee provided an update on exploring the possibility of concentration in epidemiology for the Ph.D. program, anticipating the emergence of other concentrations. Participants emphasized minimal impact on the program and potential future transcript changes. Responding to concerns, a faculty conversation or a forum was suggested to delve deeper into the perceived shortcomings of the current comprehensive exam structure and explore the idea of other concentrations within divisions.

- **HSP – TBC**
- **HIP – Martin Guhn**

Martin emphasized teaching collaboration, with a focus on sharing insights and materials for similar courses. He highlighted the sub-theme of indigenizing the curriculum and ongoing talks on its impact on teaching assignments and divisional collaboration.

**9. Administration (Operations, HR & Finance) – Shermila Salgadoe**

- a) Shermila is working on guidelines to support students on committees, including recruitment committees.
- b) Recognition and appreciation for the contributions that Lucy and Wanting make during this busy period, various faculty recruitments and events were mentioned.

**10. Communications** – no report

**11. Announcements/Celebrations** – all were welcome to attend the SPPH holiday lunch, 2<sup>nd</sup> floor kitchen.

**12. Other Business Arising – none**

There being no other business, the meeting adjourned at 11:50 p.m.

**Next SPPH Faculty Meeting: January 26, 2024**