

**Minutes of Faculty Meeting held on Friday, October 27, 2023
at 10:30 a.m. to 12:30 p.m. in B104/Zoom**

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

This meeting was extended to 12:30 p.m. to include the students' presentation on "*A Path to Decolonizing the UBC School of Population and Public Health*".

1. Welcome and Land Acknowledgement - Aslam Anis

The Chair acknowledged the land's ancestral roots and expressed distress over the ongoing events in the Middle East, extending support to those affected.

The Chair advised the utilization of university resources for coping and emphasized the importance of dialogue with family and friends.

2. Approval of Agenda

The agenda was approved.

3. Approval of Minutes of September

The minutes of the September full Faculty Meeting was approved.

4. Director's Report

- a) Aslam addressed the ongoing efforts by the Education team regarding the formulation of a policy for handling student complaints. Additional insights will be provided by Trevor Dummer.
- b) Addressed issues regarding faculty applying for study leave, proposed updated guidelines to manage a surge in applicants, and discussed strategies for equitable team representation during absences. A guideline will be prepared by Louise Masse.
- c) Aslam provided an update on the School Director's position, delays in recruitment from the Dean, and the decision against an immediate extension, advocating for a formal process. Only internal recruitment is considered due to budget constraints.
- d) Aslam announced the successful recruitment of Dr. Neeru Gupta, a joint appointment with the Department of Ophthalmology & Visual Sciences. Dr. Gupta contributes to global health initiatives, streamlining her appointment process, now officially a professor in the school.
- e) Aslam Shared news of Dr. Khumbo Kalua's acceptance of the offer. He is expected to commence in January. One more reviewer is needed to complete his appointment to Associate Professor with tenure.

5. Associate Directors Updates

- **Research – Rachel Murphy – Report was attached**
- **Education – Trevor Dummer - Report was attached**

- a) Trevor introduced the development of a process for handling student concerns, which mirrors the university's established process but requires further review before presentation to the full Faculty Meeting in December.
- b) Trevor also highlighted efforts to indigenize the curriculum and shared resources available through CTLT Indigenous Initiatives. There will be a new launch on November 23rd from 1 to 3 p.m. aimed at educating Indigenous histories in Canada.
- c) Additionally, there was a mention of the Provost's Office introducing the Strategic Equity and Anti-Racism Enhancement Fund (STEER). The grants are from \$500 to \$10,000, open for applicants focusing on equity and anti-racism initiatives. This fund was announced on September 13th, and some attendees were already aware of it through previous communications.

- **Faculty Affairs and Partnerships – Louise Masse, *Report was attached***

- a) The report outlined ongoing recruitment efforts, particularly for positions like the CRC (Canada Research Chair) Tier 2 and other roles, aiming for shortlisting candidates in November for potential presentations in December. Attendees were urged to keep track of these presentations as faculty involvement is crucial.
- b) A draft guideline for study leave was shared, seeking feedback within the next two weeks to refine the guide, aiming to provide support and direction for faculty in preparing detailed study leave plans.

- **Clinical Faculty Affairs – Trevor Corneil**

Trevor is involved in several committees such as the Continuing Professional Development Committee, Clinical Faculty Advisory Committee, and Clinical Faculty Promotions Committee.

Trevor will provide a comprehensive summary for all clinical faculty in the near future. This is a positive step toward external recognition and involvement within our clinical faculty.

6. Advisor to the School Director

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

The recruitment of committees for Data Sovereignty and Indigenous Health Services Research has been discussed. The recruitments are for junior faculty members, specifically assistant professors. There is a need for multiple ranks to represent recruitment committees, as recommended by FoM HR. For those who are interested, please contact Boris or Craig.

There was a brief discussion about whether clinical faculty can serve on these committees, with some uncertainty as these positions are typically for tenure-track faculty. Clarifications will be sought regarding the eligibility criteria for committee membership.

7. REDI Lead, Sue Mills

The REDI committee has been re-established and will have the first committee meeting in November. The discussion document was attached.

The REDI report underscores the school's efforts to tackle concerns raised in student reports and the environmental scan. A community forum is scheduled for November, organized by the school to pinpoint REDI priorities and address issues outlined in the environmental scan. This forum invites participation from faculty, students, and staff to collaboratively identify school priorities and provide input for the REDI committee.

- 8. Student Representatives** – Amarildo Ceka, PhD program & Negar Asli, MPH program
- The students emphasized the need for clearer communication channels for student updates and addressed concerns about eroding student trust regarding the school's response to environmental issues. Multiple communication channels for better student engagement will be explored in support of the SPPH student listserv, and sharing information by the student representatives in full Faculty and Program Directors meetings.

It was highlighted that students who attend the Faculty meeting, serving as representatives of their respective communities, are urged to share insights from Faculty meetings with SPPH students and address peer concerns. The student representatives play a vital role in knowledge dissemination and bringing forth issues to the Faculty.

9. Program Directors Updates

- **MGH – Daniel Steel**, *Report was attached.*
Discussing progress since the last faculty meeting regarding the MGH program proposal. The next steps involve presenting to the Faculty Executive Committee on November 14 and then the full Faculty Committee in the Faculty of Medicine on November 21. He emphasized the importance of the full faculty committee vote, encouraging all members to participate.

- **MSc/PhD – Susan Cox** - *Report was attached.*

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- **MPH – Paul Kershaw**

Paul Kershaw reiterated student queries regarding the school's response to the environmental scan. The school created a discussion document summarizing the scan's issues.

The school is planning a Community Forum to address these concerns and develop a concrete action plan.

- **MHA – Nick Bansback** - *Report was attached.*

- **MSc OEH – Chris McLeod**

Chris informed about the call for abstracts for the Caspian Occupation, Environment, Population Health Conference. Information can be found on the SPPH website.

- **MHSc – Jason Sutherland** – no report.

- **PHPM – Trevor Corneil**

The PHPM program has been through a pivotal accreditation review resulting in full accreditation, eliminating prior warnings. They deemed a two-year follow-up unnecessary, acknowledging the program's significant strides and compliance. Consequently, the PHPM program stands accredited until its routine review cycle in 2028.

- **Accreditation & Quality Improvement – Patty Janssen** - *Report was attached.*
An update has been provided on the application process, aiming for permission to submit a full application based on the initial review. Aslam has recommended designing a timeline for the full application.

10. Centre Directors Updates

- **HELP – Mariana Brussoni** - *Report was attached.*
Mariana shared updates on the 20-year celebration of the Aboriginal Steering Committee, focusing on securing additional funding to address outlined priorities.

Also mentioned hosting a candidate for the Sunny Hill BC Leadership Chair and Child Government Career, with the committee deciding against moving forward.

The next steps are pending clarification on relaunching the search, whether internally or internationally.

- **CHSPR – Jason Sutherland**
Jason provided an update on CHSPR's external review, stating the program is currently in the early stages. Further details are forthcoming as the review progresses.
- **CAE – David Silver**
Discussion ensued regarding the recent Maurice Young Center event, celebrating a book launch on ethics in AI and healthcare. Attendees noted a substantial in-person turnout, including interest from Silicon Valley.

Recruitment Updates:

The Global Health Ethics position committee met and discussed diversity issues, setting the initial application deadline for October 31st.

The Public Health Ethics search committee's progress was discussed, with the deadline for applications on October 31st.

- **CEIH – Nadine Caron** – no report.
- **Affiliated Centres – C2E2, BCCDC, CHEOS** – no reports.

11. Division Heads Updates

- **OEH – Chris McLeod**, no report.
- **EBPHP – Amee Manges** - *Report was attached.*
An email notification about upcoming staff and faculty awards will be sent out, encouraging nominations for deserving colleagues.

An invitation was received from UBC Advanced Research Computing regarding computing infrastructure and data storage services. A potential lunch-and-learn session can be set up and interested individuals to email Ameer promptly.

- **HSP – TBC**

- **HIP – Martin Guhn**

An upcoming health and populations meeting was scheduled for November 10th from 11:15 a.m. to 12:00 noon. Attendees were encouraged to confirm their attendance, if interested.

12. Administration (Operations, HR & Finance) – Shermila Salgadoe - Report was attached.

Shermila mentioned that at least 8 volunteers are needed for Floor Warden duties from each floor. If anyone was approached, please volunteer.

Information regarding the Compliance Support Program was received and will be shared with faculty in January.

13. Communications

Gabriel is assisting Sue Mills with the SPPH Dialogue.

An announcement was made regarding the new OEH Lab opening in mid-November. The SPPH-specific media page was highlighted as a resource for visual content within the school.

14. Announcements/Celebrations

Mieke Koehoorn's early career mentoring award for the second time.
Recipients for the Jane Austen Teaching Award shared.

15. Other Business Arising

The presentation by students, Rebecka Lee, Isha Gill, Jessica Groat, and Jocelyn Brady on *A Path to Decolonizing the UBC School of Population and Public Health* took place from 11:30 a.m. – 12:30 p.m.

The Chair thanked the students for presenting the report. The school has undertaken to do a review of the policies and procedures included in the students' presentation. Some of the policies extend beyond the school's authority. Some actions are underway, as outlined in the reports presented at this Faculty meeting.

Further actions will be initiated and prioritized as part of the November 30th community forum organized by the school to identify REDI priorities and issues addressed in the environmental scan conducted by the school.

There being no further business the meeting was adjourned at 12:30 p.m.

The next Faculty Meeting: December 15, 2023.