

The University of British Columbia
School of Population and Public Health

Minutes of Faculty Meeting held on Friday, November 22, 2024
at 10:15 am to 12:00 pm in Room B104/Zoom

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

1. Welcome and Land Acknowledgement – Aslam Anis, Director

Dr. Aslam Anis welcomed everyone to the meeting and acknowledged that it was taking place on the traditional, ancestral, and unceded territory of the Musqueam people.

2. Approval of Agenda– approved.

3. Approval of Minutes of October – approved.

4. Director's Report- Aslam Anis, Director

a) Recruitment of a New Dean:

The Faculty of Medicine is recruiting a new dean. The recruitment committee includes the following faculty members: Dr. Aslam Anis, Dr. Lara Boyd (Physical Therapy), and Dr. Leonard Foster (Life Sciences). The headhunting firm for this recruitment is the same one that recruited the previous dean.

b) Accreditation Process for MPH Program:

The MPH curriculum is being revised to align with national accreditation requirements. Credit requirements will be reduced from 60 to 45. Courses like Leadership and Environmental Health will no longer be core requirements but remain available as electives. The changes aim to reduce student burnout and lower program delivery costs.

c) Teaching Load Adjustments:

Faculty members are being reminded of their teaching obligations, leading to increased participation and reduced reliance on sessional instructors.

d) Conflict of Interest (COI):

A presentation by Jeff Toward from UBC's COI Office is scheduled for the next faculty meeting in December. Proper COI procedures will be reviewed to ensure compliance and readiness for potential audits.

e) New Faculty Member: Dr. Ana Komparic will join in January 1, 2025, specializing in ethics.

5. Associate Directors Updates – report attached

- **Research** – Rachel Murphy

a) CIHR Project Grant Changes: Registration deadline approaching; changes include a gradual move away from the CCV. An "Ask Me Anything" session on December 5 will provide further insights.

b) Scholar Award Applications: If you are planning to apply for the Michael Smith Health Research BC Scholar award, the Health Professional-Investigator award, the chair, or any award that has implications for workload guidelines, please get in touch with AD

Research as soon as possible. It is important to ensure adequate time for letters of support, etc.

- c) Research Seminars: Efforts to reimagine research seminars are underway due to challenges in securing presenters.
- **Education** – Trevor Dummer
 - a) Upcoming Forum: is scheduled on December 12th at 3:30 p.m., focusing on graduate student supervision, feedback from recent health surveys, and strengthening community practices for faculty-student relationships—encouragement for attendance from all faculty members, with hybrid options available.
 - b) Admissions Committee: Faculty members are encouraged to join admissions committees, if not already involved. Training on reviewing applications through an EDI lens is available and recommended.
- **Faculty Affairs and Partnerships**– Louise Masse
 - a) Expertise Document Update: A draft expertise document has been created to highlight available expertise within the community. The document aims to assist in identifying internal examiners for master’s programs and potential partners for collaboration. The draft is not formatted for sharing yet, and attendees are requested not to distribute it. Plans are in place to polish the document for broader use and to link it with other community initiatives.
 - b) Membership Guideline Updates: Updates to the membership guideline are in progress, including a cheat sheet for members planning promotions. Division leads are encouraged to play a greater role in mentoring members aiming for promotion. Further formalization of these guidelines will be shared in upcoming reports.
 - c) Workplace Experience Survey: Participants were encouraged to complete the Workplace Experience Survey by November 22, 2024.
- **Clinical Faculty Affairs** – Dr. Trevor Corneil
 - a) Revamp of Appointments, Reappointments, and Promotions (CARP) Document: A comprehensive review of the CARP document is underway at the Faculty of Medicine (FoM) level. Key contributors include Amy Salmon and other Associate Directors of Clinical Faculty Affairs. The revised document is expected to be finalized in 2025.
 - b) Policy Development for Clinical Faculty: Discussions are ongoing regarding the creation of a policy to better support individuals working alongside patient-facing professionals. Clarifications are being made about eligibility criteria, emphasizing that clinical faculty can include PhDs and other professionals, not limited to physicians or nurses. Parameters and restrictions for this category will be addressed throughout the year.
 - c) Clinical Faculty Payments: Updates have been made to clinical faculty payment processes, including committee service and didactic teaching.
- **Advisor to the School Director & REDI Lead**
 - a) Indigenous Faculty Hires Update: Indigenous faculty recruitment hire is awaiting Human Rights Commission (HRC) approval for designated hires open only to Indigenous applicants. The other application is being prepared by the Hiring Committee.
 - b) REDI Updates:

Three REDI working groups have been established: Inclusive Space Environment, Dialogues and Constructive Conversations, and Objectives and Measures for REDI. Volunteer recruitment is underway; faculty, staff, and students are encouraged to participate. Progress on EDI best practices in collaboration with the medical school and psychology department admissions.

6. Program Directors, Centre Directors, and Division Heads – report attached

- **MHA** – Nick Bansback
The launch of the micro-certificates in January focused on healthcare-specific accounting and finance. Content developed in collaboration with health authority experts.
- **PHPM** - Trevor Corneil
 - a) Dr. Sue Pollack was hired as Associate Program Director under an agreement with Interior Health.
 - b) Highlights the growing collaboration with health authorities to subsidize program director roles for sustainability.
- **MPH** - Mike Marin
Financial concerns regarding MPH students completing in five terms rather than six are under review. Data collection is ongoing to assess actual term completion trends and their financial impact.
- **MSc** – Chris McLeod
 - a) The OEH Division is preparing its first online micro-certificate course, led by Hugh Davies with input from Chris and adjunct faculty. The 48-hour course, focusing on principles of occupational and environmental hygiene, is in its final stages and will serve as a pilot initiative. Chris emphasized the need for school-level support in marketing and publicizing the program to align with the mandate of adult education.
 - b) New Staff Addition: Ally Wang has joined the OEH program as Program Coordinator.
- **MGH** – Daniel Steel
 - a) The program awaits provincial approval, anticipated in January or February 2025. First cohort is expected to begin in 2026.
 - b) Ongoing efforts to build international partnerships, including Collaboration discussions with Amref International University. Application submitted for UBC funding (~\$10,000) to support partnership-building visits.
- **Accreditation** – Patti Janssen
New 2024 accreditation documents issued. Updates to align with the school’s curriculum are underway.
- **HELP** – Mariana Brussoni
 - a) A candidate for the Sunny Hill Chair in Child Development will visit UBC on December 11-12. Planned activities:
 - December 11: Trainee lunch and meetings at HELP.
 - December 12: Vision presentation.
 - b) Candidate identity remains confidential; communication materials will follow.
- **OEH** – Chris McLeod
Cascadia Conference 2025 is jointly hosted by UBC, the University of Washington, and others. Opportunity to network with peers from Washington, Oregon, and Idaho universities. Registration is open on the school’s website.

7. Administration (Operations, HR & Finance) – Shermila

Encouragement to participate in the Workplace Experience Survey. Results from the past survey informed valuable staff programs and faculty programs. The staff response rate in SPPH was 58%; participation was urged from all.

8. Updates from the Faculty of Medicine (FoM) – Mieke

- a) Research Recruitment: Ongoing recruitment for a Vice Dean position focused on research intensity.

- b) FoM is currently engaged in undergraduate medical program accreditation, a critical seven-year cycle activity.
- c) Faculty 1:1 Series: A one-stop resource hub for new faculty is in development, covering topics like research account navigation and compliance (e.g., COI forms).

9. Communications – Gabrielle Price

- a) Social Media Transition: SPPH has joined the BlueSky platform under the handle UBC Public Health. This transition aims to broaden the audience reach, as engagement on Twitter has declined.
LinkedIn remains a strong platform for academic and research impact promotion, with SPPH's LinkedIn page noted as the fastest-growing profile within UBC.
- b) Website Update: The new SPPH website will launch next Wednesday, November 27, 2024, modelled on templates provided by the Faculty of Medicine. Faculty profiles and content have been migrated. Detailed instructions (both written and video) for profile updates will follow.
- c) A centralized events calendar is under development to consolidate events across SPPH and its affiliated centers.

10. IT – Gabrielle Price

Phishing Alerts: Staff were reminded to remain vigilant about phishing scams during the holiday season, especially involving fake gift cards.

11. Announcements

- a) Dr. Patti Janssen received the 2024 Award for Women Leaders in Digital Health for her work as CEO of Smart Parent Mobile Health. Patti was also recognized for her extensive contributions, including chairing a multidisciplinary committee
- b) Dr. Jason Sutherland was appointed as Director of the Center for Health Services and Policy Research for a five-year term.
- c) Dr. Jessica Mo, an Associate Faculty member, was awarded a Tier 2 Canada Research Chair.
- d) Dr. Daniel Vigo was promoted to Associate Professor with tenure. Dr. Vigo also serves as Chief Advisor to the Premier on health reform initiatives, focusing on severe mental illness and substance use disorders.
- e) Dr. Hubert Wong's grant tenure has been reinstated. He expressed gratitude for the collective efforts to secure funding.

12. Other Business Arising

- a) Change Management and Collective Bargaining: Mieke highlighted the upcoming collective bargaining process, emphasizing the opportunity to propose changes such as the definition of "arms-length" in reference letters. Faculty were encouraged to actively voice their concerns and suggestions to the Faculty Association for meaningful impact.
- b) Holiday Lunch Announcement: The holiday lunch will be held following the next December faculty meeting. Please RSVP to the invite.

There being no other business the meeting was adjourned at 11:45 a.m.

Next SPPH Faculty Meeting: Friday, December 13, 2024.