

FACULTY COUNCIL **Minutes**
May 19, 2020

Minutes of the 18th meeting of the

Faculty Council

A. Arora provided a brief update on initiatives the postgraduate student community (PGSS) have been involved in. He explained having reached out to his three networks, which include students associated with the PGSS,

toward gathering data to better understand needs (e.g., how to make courses more engaging for students) and what resources are needed (e.g., videography). See presentation for further details regarding TLS webinars and the Faculty's approach, which involves three primary groups of learners and three work groups made up of the following: Biomedical Sciences Undergraduate, led by A. Guarné and T. Hebert, is an inter-faculty working group between the Faculties of Medicine and Science; Graduate Programs, led by A. Ryan, looks at course requirements and how to optimize course delivery and enrolment; Health Professions, led by L. Moss, deals with the hands-on clinical skills required prior to clinical placements. A Majnemer then outlined the innovation currently in progress, which includes virtual clinical training in the Health Professions, all clinically oriented but with no patient contact (see presentation). She thanked everyone involved for their efforts in this area, noting this is a unique opportunity to rethink teaching and learning approaches being used and to retain valuable elements of online learning for the future.

The Chair thanked A. Majnemer and mentioned a comment had come up in the chat from D. Bernard who suggested polling PIs to see who has decided not to take on graduate students, noting reduced enrolment will reflect both students and staff choices. The Chair invited him to explain his point. D. Bernard indicated that he will not be taking on new students this year due to the uncertainty, and additionally would like to ensure those currently in his lab are well served before taking on new people, thus if enrolment appears to be down, he offered that it may not reflect that students are deciding to delay enrolment but rather because they cannot find placement. A. Gordon then asked what will happen to undergraduates who need to do a third year honours project in a lab. A. Majnemer replied that the working group is looking at all requirements and alternate strategies. A. Guarné added that, for the summer, we will not have undergraduates, so some students doing research projects then have been moved to remote work (no wet lab). As for the fall, they are still looking into whether some students can return or not, albeit cautiously, and expect to resume in the winter term. Some programs are thinking about doing more research activities remotely and perhaps moving the research portion to the winter. Other comments ensued in the chat, including one suggestion from T. Hebert working on different types of research projects online and the possibility that some of these may be education research projects. The Chair agreed this was a good point and encouraged those involved in educational research to explore this possibility by doing a set of experiments and seeing how they turn out.

6. Update on Campus Outaouais and introduction of core team (G. Brousseau)

G. Brousseau a commencé par expliquer le plan de sa présentation, qui commence par historique et le contexte du campus, suivi par une mise à jour, la présentation de l'équipe, et en court vidéo (campagne promotionnelle). Il a souligné les objectifs du campus, notamment de former les futurs médecins plus tôt et plus longtemps dans le milieu des résidents en médecine familiale dans la région depuis plusieurs années et pour attirer les étudiants et les résidents en médecine Outaouais afin de recruter des ressources en enseignement et en soins de santé pour la population. Il a confirmé que le début des activités est prévu pour août 2020 (ouverture dans 90 jours à compter d'aujourd'hui) et rappelé McGill est en Outaouais depuis 1987. Il a

Faculty Council – Minutes of the meeting of May 19, 2020

with regards to the hiring suspension, an exercise is being led with our Human Resources Office to identify essential requests for positions that are currently vacant. An ad hoc committee will review the hiring requests, which will then be presented for review to and endorsement by the Dean's Operations Committee. This list will then be sent to the Provost's Office for approval. There are currently 6 positions under consideration. She further commented on ongoing staff mobility and change despite the COVID context, and we are working with the Faculty's HR team and management leadership, to effectively manage movement of staff into new temporary opportunities, without leaving units vulnerable. She outlined the need to undertake a budgeting exercise for fiscal year 2021 (for a 2nd year in a row), to address the projected deficit COVID impact on the Faculty, noting we are looking at a 3% reduction in non-salary spending (as requested by the Provost), while tracking lost revenues, lost research grants, and new costs related to COVID. On a relative positive note, we will have some cost avoidance (less travel).

D. Kafantaris was pleased to report that many key initiatives continue to advance during these uncertain times, one of which is Workday, our new Recruitment to Retirement (R2R) system. She briefly described the new system as a 21st century HR system and modern cloud solution that will replace current end-of-life systems (see presentation) used by the university. Unfortunately, this is much overdue modernization effort

the official launch will occur. She confirmed that everyone will get a new logo particular to each unit as

SECTION V

Open Session/Town Hall