

# UBC Department of Pathology and Laboratory Medicine Departmental

## Meeting Minutes

November 12, 2013 at 2:00pm

### Videoconferencing sites:

VGH - Taylor Fidler Auditorium

UBC – LSC Room 1312 CMR

Children's and Women's Hospital – CSB Room V2-222

St. Paul's Hospital – Room 1413

Royal Columbian Hospital – Cam Coady Conference room

Fraser Valley Cancer Centre Fraser Valley Cancer Center (next to SMH) Room 3011

### REPORTS:

#### **Department Head – Dr. Mike Allard**

##### ***Finance Updates in the Department***

- Tony Lin continues on sick leave and his return date is currently unknown.
- Financial evaluation of the Department is currently being assessed.

##### ***Office Manager***

- Mike congratulated Adeline Chan on her new role.

##### ***Executive Assistant***

- Mike welcomed Gayla Johnson to her new position as his Executive Assistant.

##### ***Faculty of Medicine Financial Realignment***

- As of January 2014, the departments and schools will be divided into Clusters. Pathology is Cluster 1, with an Associate Director of Finance who reports directly to the Director of Finance in the Faculty of Medicine.
- The original conception of Clusters was to physically remove our finance personnel. However, this has been altered. The Finance personnel in our department will remain on site with direct oversight and the financial budget transferred to Cluster 1.

##### ***UBC Reduction in GPO Funding***

- Universal 1% reduction at UBC, the GPO -1% effective immediately.
- Maturity and tuition waivers are being supported by a tax on Departments and Schools

##### ***Teaching Updates***

- UBC has mandated a new formal review of teaching as part of the promotion and tenure process.
- The Summative Peer Review of Teaching (SPROT), as the process is called, is meant to formally review a candidate's teaching record and write report that includes comparative data and norms.
- The SPROT Report will be produced by a special committee and will be used by the departmental academic committee and then gets passed along to the Dean's Committee and the Senior Appointments Committee of the University.
- A formative process to help people develop teaching skills is being developed.

- Teaching dossier document continues to be developed.

### ***Promotion and Tenure***

- Quantitative information and qualitative evaluations of teaching, including comparative data and norms, are an important part of the process.:-
- FoM will compile data from the courses they run, and Course Coordinators will post all data collected.
- Anyone planning for promotion, it is advised that you request course evaluations well in advance of the lecture you wish to be assessed on.
- Paper based evaluations seem to receive better participation than electronic evaluations.

### **PROGRAM AND COMMITTEE REPORTS:**

#### **MD Undergraduate Education Program – Dr. Jason Ford**

1. Supporting Pathology Conferences
2. Curriculum renewal
  - FoM scheduled to start September 2014, Associate Dean has been reassigned.
  - FoM request is under reconsideration by Executive Dean.
  - Outcome will either be they are moving forward or will be delaying by one year.
3. Role of Pathology in new curriculum
  - Integrate into Histology with Pathology.
    - Negatives
      - Locked into time schedule.
      - Some teaching has to happen on UBC campus.
    - Positives
      - Pathology curriculum is being used to improve other curriculums'
      - Current curriculum is a block system, the new curriculum will have a spiral structure meaning subjects will be spread throughout the whole curriculum (will be looking for a system director for each topic).
  - Point of conflict - MD undergrad regional committee is revisiting how they believe the ALC's should unfold.

#### **Bachelor of Medical Laboratory Science Program Report (BMLSc) – Dr. Amanda Bradley**

##### ***Enrolment***

- In this academic session, 47 students are enrolled in the BMLSc Program; three are students with RT background.
- The majority of the students entered the program via the Science Route; are attracted to the program because it has a substantial practical “hands on” laboratory component; also provides solid theoretical background in a variety of laboratory medicine disciplines.
- This spring, we anticipate that twenty two students will be graduating from the program.

##### ***Course Leadership & Instruction***

- We are grateful to our new course coordinators who have taken on courses that were coordinated and taught by Dr. Carol Park for many years.

- Dr Tony Ng is the new coordinator of PATH 304 (Normal Human Histology)
- Dr John O’Kusky is the new coordinator of PATH 404 (Histochemistry)
- Drs Helene Bruyere and Tanya Gillan lead and teach the Genetics & Cytogenetics section of PATH 303
- We thank Dr Joe Tai for his many years of coordinating PATH 415 (Immunopathology).
  - Dr Amanda Bradley is the new coordinator of this course, as well as PATH 408 (Laboratory Administration) and the chemistry term of PATH 300 (Intro to Med Lab Science)
- Success of the program is due to the dedicated departmental faculty members who participate in teaching (~70 lecturers, 15 courses). We are thankful for our instructors, many of whom have taught in the Program for years. We also welcome and thank the instructors who are new to the Program.
- Recipients of the 2012/13 Students’ Choice Award for Teaching Excellence were Dr.s Mike Nimmo, Carol Park and Morris Pudek.
- Dr. David Walker received the Reid Memorial Cup for outstanding contributions to the BMLSc Program.

### ***Student Recruitment***

- Over the past year a number of changes were made to improve recruitment:
  - application deadline is Jan 31, in keeping with other programs
  - program website now includes student testimonials and career paths of graduates
  - past BMLSc graduates volunteer to speak to high school and first year Science students to answer questions about the program and share their experience

### ***Pathology 438 Directed Studies Course***

- PATH 438 is an optional Directed Studies course that provides BMLSc students in their graduating year with experience in research.
- Projects are carried out in the laboratory of a faculty member of the Department who serves as a supervisor; the student is expected to participate in the design of the project as well as perform experimental manipulations and data analysis.
- Currently 9 BMLSc students and 1 graduate student are enrolled.

### **Graduate Studies – Dr. Haydn Pritchard and Dr. Helene Cote**

No major changes or challenges to the program.

Points of note include:

1. **Enrollment:** 11 students started in September. Down from previous 2 years. This reflects limited lab space in initial salaries since most labs supervising GS students are full. I will be circulating files for prescreened, qualified students but please let me know if you are activity search; we have some good students on file.
2. **Awards:** Awards season is calmer this year with the shift to the change to a Dec 1st closure for tri-council awards. The department - and now the University – has nominated David Twa from Christian Stiedls’ lab has been for the prestigious Vanier award. His application will now be reviewed nationally. See departmental newsletter for wards from last year.
3. **Courses:** Usual courses are running well with no major challenges

4. Student Supervisory Committee meeting: A reminder to all of you who sit on student committee supervisory committees. Please remember that these are critical meetings for the student's development and we ask that you place your engagement in these as a high priority. Organizing the meetings in a timely manner is hard for the students so please be considerate to their needs. If you are finding that you are too busy for some of these meetings please let me know and we can find a solution for you.
5. GS is now GS and PDFs! We need to think through what this means and how we can support the PDFs in our Department
6. Alumni project: We have now located contact info the vast majority of alumni. We are exploring strategies for networking the groups and defining clear objectives. Roll out will be after the holidays WE have over 400 graduates.

#### **Residency Program and General pathology – Dr. Mike Nimmo**

1. Current number of residents in the Program: 6.
2. CaRMS 2014 interviews scheduled for January, 2014.
3. Royal College On-Site Survey scheduled to occur on Monday, November 18th, 2013. Survey includes review of documents, meetings with Program Director, residents, Faculty/teaching staff and Department Head.
4. GP Fellowship exam will be taken by Ehsan Davani and Patrick Wong.
5. Recent graduates are all gainfully employed.
6. No major issues at the present time.

#### **Medical Biochemistry Residency Training Program – Dr. Andre Mattman, Dr. Daniel Holmes**

Dr. Mattman reported that the medical biochemistry residency training program had received an exemption from the UBC 2013 on site Royal College residency program accreditation review, and retains full accreditation status until 2019.

#### **Anatomical Pathology – Dr. Diana Ionescu**

Not present and no report sent for November 12, 2013 meeting

#### **Medical Microbiology – Dr. Patrick Doyle**

Medical Microbiology Residency training program: We have 5 residents at present. Amanda Wilmer writes her RC exams in the spring of 2014. Titus Wong has been appointed as Assistant Program Director. Across the country for the last couple of years it seems that the interest in Medical Microbiology has decreased. These things do go in cycles, but it seems that it is happening in other Pathology specialties as well. We need to have an improved multi-pronged approach to provide more exposure to medical students to help recruitment.

PALS sessions are going very well. We have had some concerns about the audio in the Paetzold theatre and these have been fixed with the use of mobile mics for the speakers.

#### **Neuropathology – Dr. Chris Dunham**

Not present and no report sent for November 12, 2013 meeting

**Transfusion Medicine – Dr. Gerry Growe (no report)**

**Genomics and Bioinformatics – Dr. Sohrah Shah and Dr. Stephen Yip**

The inaugural genomics course for pathology residents is planned for the 6-10th of January 2014. We have designed the course to provide a concise review of progress in molecular biology followed by survey of practical molecular diagnostic assays by experts. In addition, a full day is devoted to the teaching of basic bioinformatic skills followed by a practical session. This is a rapidly advancing field with huge potential impact on laboratory medicine. The goal of the course is to provide trainees and graduate students with the knowledge and tools to decipher and understand genomic information relevant to clinical practice. Ultimately, we want the students to appreciate that advanced molecular diagnostic tools complement rather than supplement current clinical practice. All programs are onboard and extremely supportive of this initiative. We have had several planning and logistic meetings and very fortunate to have John Lafrate, molecular pathologist from the Massachusetts General Hospital, as the inaugural guest speaker for the course. Lastly, we also appreciate the support from the pathology staff especially Debbie Bertanjoli in setting up and constantly updating the course website.

We need to stress this is still in the planning stage, albeit with full support from Mike and the various program heads, and you can also reference the blurb in the most recent pathology newsletter.

**PALS - Dr. Patrick Doyle and Dr. Maria Issa**

The Dean responded to improve audio.

**Pathology Education Centre (PEC) – Dr. Maria Issa**

With UBC's focus on teaching excellence, the new processes for promotion and tenure now include a SUMMATIVE PEER REVIEW OF TEACHING (SPROT). There is now a new, formal SPROT committee composed of (in alphabetical order) Drs. Mike Allard, Cedric Carter, Jim Hudson, Judy Isaac-Renton, Maria Issa, Niamh Kelly, Martin Petric and Wes Schreiber. The SPROT's functional mechanics should resemble a grant review panel, but focus on material provided in (selections from) the Teaching Dossier.

Luckily, Pathology's on-line Teaching Dossier (Thanks Niamh Kelly, Simon Dee, Debbie Bertanjoli and many others!) is the envy of other departments in the Faculty of Medicine: the IT infrastructure is there to help our department's members succeed. All that remains is to go ahead – brace yourselves! – and fill it in!

Probably the most practically important components to include in the TD are evaluations of your teaching activities: numbers, numbers, numbers!! The SAC seeks numerical data against which to make comparisons. Thus it behooves all of us to make sure that the courses we teach, the single, featured classes we present, etc., all receive some form of evaluation suitable for entry into the TD, as it may become critical later. Sigh - we have reached Shakespeare, sonnet 116: "whose worth's unknown, although his height be taken" - and while it is difficult to QC what we do, we must provide numbers to SAC.

The commitment to good teaching implies continual learning on our part. In order to create a culture of progressive improvement we can now solicit formative input from colleagues and develop a comfort

level with regular reviews of our teaching. This is facilitated by the Peer Assisted Teaching Development Committee (PATD). Class observation and formative guidance by colleagues with acknowledged teaching excellence can be arranged through the PATD Committee, with the understanding that these are not one-off “see me lecture, write me a letter” events but a series of interactions that result in measurable progress.

While QC-ing classroom teaching is not easy, QC-ing Resident or graduate supervision is downright difficult. To facilitate good supervision practices, FoGS will provide a workshop for all supervisors, with those heading for promotion and tenure being “strongly advised” to attend. This will be offered as a resource to supervisors by our Graduate Studies Program. Dates to be announced soon.

Being good role models by attending the Professional Advancement Learning Series would go a long way to support not-just-test-tube thinking by graduate students and Residents. Pat Doyle and team bring interesting and provocative subjects and speakers: The PALS is entertaining, provides 1 hour of CME credit to faculty and a Certificate of Attendance to Residents and grad students. PALS is video conferenced to all sites, but the sandwiches are for in-person consumption only.

## **SITE REPORTS**

No Site reports for the November 12, 2013 meeting for:

VCH – Dr. Robert Coupland

C&W – Dr. Deborah McFadden

BCCA – Dr. Amir Rahemtulla

St. Paul’s Hospital – Dr. Enid Edwards

BC Centre for Disease Control – Dr. Judy Isaac-Renton

Royal Columbian Hospital/ Surrey Memorial Hospital – Dr. Arun Garg (no report)

Kelowna – Dr. Murray Savard

Victoria – Dr. Gordon Hoag

Prince George – Dr. Grant Roden

**NEW BUSINESS** – None

Dr. Michael Allard adjourned the meeting, Dr. Hardwick seconded, everyone moved to accept.