

UBC Department of Pathology and Laboratory Medicine Departmental
Meeting Minutes
May 4, 2015 at 3:00pm

Videoconferencing sites:

UBC – LSC Room 1312 (Host Site)
VGH – Taylor Fidler Auditorium (JPPN 141)
SPH - 4/5
CWH - CSB Room V2-222
RCH - 017
Fraser Valley Cancer Centre/SMH 1752
KGH - CAC 228
VJH – 5-169
RJH - CA 122

REPORTS:

Department Head – Dr. Mike Allard

Dr. Allard started the meeting with opening the agenda. He apologized to the members for not having a meeting in Fall 2014. Dr. Allard presented the following points in his report:

1. Department Finance
2. Program Budgeting and Marginal Analysis
3. Academic Pathology Workload Framework and Plan

1. Department Finance

- The fiscal situation, with a flat or shrinking departmental budget and increasing costs, is unsustainable and places our academic mission at risk
- Funds dedicated to salaries represent a very large portion of the department budget
- Unable to replace Faculty members that retire and instead must use funds to pay for salary increases and other costs now downloaded to the department
- Looming wage settlement with Faculty will further aggravate the situation

Potential Mitigating Strategies and Opportunities

- Identify and implement operational efficiencies
- Explore early and accelerated retirement options
- Expand existing and/or develop new educational programs
- Consider implementation of program fees across educational programs
- Take advantage of opportunities enabled when the evolving Academic Pathology Workload Framework and Plan

2. Program Budgeting and Marginal Analysis

- A collective mission-aligned and criteria-based approach to make decisions in organizations
- Will be used in the Faculty of Medicine to identify investment and “de-investment”

- (reduced expenditure) opportunities in academic and administrative units
- Units will be assigned a “target” amount of funds they will be expected to
- reduce and/or generate
- Proposals for investment and/or de-investment opportunities are likely to
- be due this coming summer with decisions made in early fall
- Decisions are to be made by an Advisory Group to the Dean composed of academic unit leadership

3. Academic Pathology Workload Framework and Plan

Overview and Key Points

- **The need.** Demands in Academic Pathology practice have outstripped professional (clinical and academic faculty) staffing.
- **The solution.** Develop an Academic Pathology Workload Framework and Plan that integrates clinical and academic activities, is broadly supported, is flexible, is aligned with Faculty of Medicine distributed academic programs, is applicable province-wide and that clearly delineates personnel requirements to meet academic demands.
- **The assurance.** Design, develop, and establish a workable accountability framework for Academic Pathology in BC.
- **The benefit.** New resources that support Academic Pathology to enable innovative, highest quality practice and patient-centred care that leads to health system sustainability and provides critical support to achieving goals of the *BC Ministry of Health Service Plan*.

Laboratory Reform Act (Bill 7) and the Provincial Laboratory Agency (Agency)

- Bill 7, passed in April 2014, enables the government to organize pathology and laboratory medicine services under a single structure
- Legislation will likely commence in early fall 2015
- At a BC Association of Laboratory Physicians meeting in Jan 2015, Deputy Minister Stephen Brown shared plans for the looming new Agency
 - It will report to a separate Board of Directors
 - It may eventually operate as a separate entity, outside the domain of Health Authorities
 - Initial role would be set provincial standards and best practices, possibly including development of provincial test menu with mechanisms to implement new and remove older test items
 - Overall governance not yet determined

New Funding

- \$10M have been committed to address outstanding clinical and academic workload needs and to enable implementation of the Academic Pathology Workload Framework

PROGRAM AND COMMITTEE REPORTS:

MD Undergraduate Education Program – Dr. Michael Nimmo

There is the ongoing work on Spiral curriculum will be rolled out effective September this year and each year following that....in the process of developing it pathology is the theme. There is still room for improving the student electives, any ideas are welcome.

Bachelor of Medical Laboratory Science Program Report (BMLSc) – Dr. Amanda Bradley (verbal report)

Enrolment & Graduation

- 23 students will be graduating from the program later this month.
- BMLSc Awards Tea will be in the Vassar Room the afternoon of Tuesday May 19 and students will receive their degrees at the convocation ceremony on May 20

Recognition of Teaching

- Success of the program is due to the many dedicated departmental faculty members who participate in teaching in the program
- We thank our instructors, many of whom have taught in the Program for years.
- We thank Dr. Cedric Carter for his longstanding stewardship of PATH 300 and PATH 402 (Hematopathology). We are grateful to Drs Tyler Smith and Nadia Medvedev for taking on the coordination of PATH 300 and PATH 402 respectively.
- We are very grateful to Dr. Chun Seow for taking on the leadership and coordination of PATH 438
- PATH 438 is an optional Directed Studies course that provides BMLSc students in their graduating year with experience in research
- Department members interested in supervising a student for the next academic year (starting September 2015) should contact the BMLSc Program Assistant, Joanne Wouterse, or Dr Seow.

Student Recruitment

- # applicants ~ 140 (2 RTs, the rest are science students)
- Should have a full house of 24 incoming 3rd year students
- First year of using UBC on-line Program application system
- Joanne and I have been working with FOM Communications group to improve awareness of the Program & to reach more prospective students

Program Analysis

- Secured guidance and assistance from CTLT – Strategic Curriculum services to start reviewing the Program

Graduate Studies – Dr. Haydn Pritchard and Dr. H  l  ne C  t  

1. Governance

- a. Haydn Pritchard remains in place as overall Program Director and Graduate Advisor.
- b. The bulk of the work, however, is now shared by a Graduate Studies committee (GSC): Helene Cote (Admissions); Ed Pryzdial (Examinations); Kevin Bennewith (Awards); Jacquie Quandt (Curriculum); Cheryl Wellington (Post Doctoral Fellows); Catherine Pallen (University Affairs); Haydn Pritchard (Student Progress). A Graduate Student (Sigrid Alvarez) also serves on this committee.

2. Admissions

- a. Our program will likely retain or exceed its intake of approximately 20 new students for the 2015/16 academic year.

3. Awards

- a. Frank Lee from Ed Pryzdial's lab has won a Vanier Scholarship – this maintains our excellent record of nominating students for this highly prestigious award.
- b. Emily Button (Wellington Lab) , Jenna Collier (Bennewith lab) and Yulia Merkulova (Granville lab) won CIHR masters awards.
- c. Samantha Burugu (Neilsen Lab) won an FRSQ Doctoral Scholarship
- d. Funds for student awards presented at Pathology Day and other awards have been secured.

4. Curriculum

- a. Path 500 has now been divided into two courses Path 501 and Path 502 to reflect the distinct nature of the two parts of the old course.
- b. We are in the process of changing the old evaluation of Masters degrees in which a numerical mark was provided by the examining committee. This is being replaced by a Pass with Honours, Pass, or Fail assignment. Criteria for "Honours" have been finalized, with the intent of limiting this designation to the top 10% of students.

5. Examinations

- a. The follow students have successfully defended their degrees: MSc: Yuda Shih, Vince Leung; PhD: Ashish Marwaha, Sophie Stukas, Dana Price, Melissa McConechy, Jasmine Hamilton, Quanli (Cherry) Ma, Jennifer Won.
- b. Faculty should be made aware of revisions to the Comprehensive Exam. While the overall format has not changed, improvements have been made to the process. These have been added to the Exam guidelines posted on the PaLM website.

6. University Affairs

- a. Wendy Robinson from Medical Genetics has been appointed as the new Assistant Dean for Postgraduate Studies. We are looking forward to working with her and supporting her in her new role.

7. Student Progress

- a. All 75 graduate students have met with the program director to support progress through the program.
- b. A new "annual supervisory committee report" form has been introduced to guide students in preparing for their annual supervisory committee meetings. Acceptance of this new process by the students has been high. Faculty supervising students are reminded that they are required to carefully review this document prior to distribution to the individual committee members.
- c. An updated Supervisory Committee Chair's report form has also been implemented in order to standardize the information captured by the Chair at each Committee meeting. This new form has been extremely well-received.

Overall, the program is surviving and thriving under our new governance system.

Residency Program– Dr. Mike Nimmo

They had the quorums interviews APGP 5 positions are filled. 6 to 7 people from several specialists are writing their exams. Residency Program Administrator position is filled. Review coming up anatomic pathology and neuro pathology.

Medical Biochemistry Residency Training Program – Dr. Andre Mattman

Current # of trainees:

- 3 in PGY5 year of old specialty training requirements

Projected # of trainees for 2015 / 2016 academic year:

- No residents
 - o PGY entry route:
 - No CaRMS PGY-1 positions allocated to medical biochemistry for the 2015 selection
 - o PGY-4 entry route
 - One interested candidate from internal medicine who opted for a position in medical genetics

Recruitment Strategies

- PGY 1 and PGY 4 recruitment efforts
- National specialty committee discussion to develop a laboratory medicine entry route into the PGY-4 /PGY-5 years of medical biochemistry

Program Director

- A selection committee is being formed to select a new residency program director in 2015

Andre Mattman, MD, FRCPC
Residency Program Director

Medical Microbiology – Dr. Patrick Doyle (Verbal Report) & Dr. Titus Wong

We have 5 residents currently, one about to graduate “Michael Payne” who we offer our congratulations on passing his exams and getting a job at SPH. We have one new resident Victor Yuen, who did an elective here, and he is at SPH for PGY1 year.

We will continue to have one resident per year. Coming year we will have 5, the following year, we will have 6.

I also wanted to step down as Program Director last year, but we did not find anyone, and so I am announcing again that I will be stepping down and I hope that we can find someone this year to replace me as Medical Microbiology Program Director.

Neuropathology Residency Program report – Dr. Stephen Yip and Genomics and Bioinformatics – Dr. Sohrab Shah and Dr. Stephen Yip

We have 3 resident and 2 residents writing their FRCPC exam in 2 weeks and we matched in second iteration CARMS this year. Job market is a concern for the ones coming out of the program.

No course next year in genome and will run the course again the year after next one (2017). We plan to do more case based approach for residents. We had a guest speaker delivered good talks. We will not have a course next year. We will have.

Hematopathology – Dr. Suzanne Vercauteren

Report by Mike Nimmo (Verbal):

They got a candidate through second iteration. Dr. Vercauteren has replaced Dr. Hudoba.

Anatomic pathology doing fine, long term viability of general pathology is in questions. It is better to have surgical pathology training and hematopathology training. We will only be left with one resident left in the general pathology.

PALS - Dr. Patrick Doyle (Verbal Report) and Dr. Maria Issa

We have organized a management course for residents for “Communication Skills for Managers”. The course is organized with collaboration of Sauder School of Business. It is mandatory for Pathology PGY2-5 residents to attend.

From the Pathology Education Centre: SPROT, PATD, MDUG, Mentorship, Path Day & Arts Gala

We have SPROT on our minds: Summative Peer Review of Teaching. You may have heard of this: UBC scrutinizes faculty teaching activities in a “grant review” way. Without teaching having been evaluated, the candidate does not go forward in the promotion and tenure process. To this end, a formal process has been designed and will be fully implemented this year. What does this mean for you? –If you are going up for P&T – then extra work... ☺ If you are a senior/seasoned faculty member – then fair warning - we will need you to participate in the evaluation process, so when asked please be willing to serve. ...and ask, we will.

To support the SPROT concept/process/structure, many of you have been diligently attending your colleagues’ classes and providing them with formative feedback. That process is improving as people come to understand that having someone-non-student sit in on your class is actually useful, provides new friendships and potential collaborators – and is quite entertaining. People who have been “observed” are expected to participate in the observation of others – and as was suspected – the observees who become observers are generous with their time and help. They ensure that the process can continue for the “next generation”. Thank you to all of you who have participated and continue to participate in this process.

Please remember that if you are planning to go up for promotion in 2016 – you should be letting the office know “now” what your teaching schedule will be for the fall 2015 - spring 2016 school year so that the PATD Committee can arrange classroom observers and feedback for you.

Some of you have said “I want to teach but nobody gives me anything to teach!!” We are working on that: with the new medical curriculum happening, old arrangements are changing. You have been sent an email to contact Helen Dyck if you wish to participate in the new MDUG curriculum. Please do so STAT! Participation will be handled centrally, through the department, so that teaching opportunities can be made available to people who need them for promotion. If you have been doing the same lectures for years on end – please do consider passing them to the next generation (let Helen know they’re up for grabs) and celebrate your new-found free time.

If you have discovered that you really love teaching and want to try the new teaching methods, pedagogies, team-based learning, student interaction methods – and all the ways that make your class exciting to all involved – please do consider registering for the CTLT Institutes (<http://ctlit.ubc.ca/programs/all-our-programs/ctlit-institute/>) there is one in late May and another in August –or the Instructional Skills Workshops (<http://ctlit.ubc.ca/programs/all-our-programs/instructional-skills-workshop-isw/>) - and/or having a look at their website’s tab on “learning technologies”: you will find everything from iClickers to TurnItIn I found myself using that one!) and other fun teaching applications all available to you FREE.

Those of you who are mentoring colleagues or are being mentored – we would like to hear from you about the pros and cons of that process: how would you like to see it evolve? Please email me before mid May at missa@mail.ubc.ca with “mentorship” in the subject line. Your thoughts are most welcome.

As this may be the only meeting before Pathology Day and the Pathology Arts Gala, I hope you are all considering coming out to support your colleagues, students and friends as these interactions are also part of the epistemology of education.

Transfusion Medicine – Dr Tanya Petraszko & Dr. Nicholas Au

No report

Anatomical Pathology - Dr. Diana Ionescu

General pathology- Dr. Diana Ionescu

SITE REPORTS

C&W – Dr. Chris Dunham – No Report

St. Paul’s Hospital – Dr. Enid Edwards - No Reports

Royal Columbian Hospital and Surrey Memorial Hospital – Dr. Arun Garg

Recognize the effort that Mike has put in to engaging Fraser... said thank you. A number of new people have joined dept. 12 positions have been filled. Ongoing changes have been happening; one big thing is the consolidation of medical microbiology from 8 sites to one site over a period to 10 years.

VCH –Dr. Blake Gilks No Report

SPH- Martin Wale No Reports

BCCA – Dr. Amir Rahemtulla No Reports

BC Centre for Disease Control – Dr. Judy Isaac-Renton No Reports

Kelowna – Dr. Robert Coupland No Reports

Victoria – Dr. Gordon Hoag No Reports

Prince George – Justin Lo No Reports

News:

Dr. Moore will join as a president of BC cancer agency, he will join in September.

NEW BUSINESS

PathDay announcement was done by Jacqueline Quandt. She asked members to volunteer for judging the poster on the day.