

UBC Department of Pathology and Laboratory Medicine Departmental
Meeting Minutes

November 6th, 2017 at 2:00pm

Videoconferencing sites:

UBC/LSC – LSC 1312 CMR (room capacity 40)
C&W – CSB V2-222 (room capacity 40)
Kelowna – KGH CAC 228 (room capacity 8)
Royal Columbian – RCH 017 (room capacity 16)
Royal Jubilee – RJH CA 122 (room capacity 4)
St. Paul's – SPH 4/5 (room capacity 24)
Surrey – SMH M-3.602 (room capacity 4)
VGH – JPPN 141 TF (room capacity 65)
ARC – VJH 5-169 (room capacity 8)
MOVI/Teleconference: 1-877-792-2768, ID: 30201#

1. Call to Order
The meeting was called to order at 2:04 PM by Dr. Mike Allard.
2. Approval of Agenda Items
The Agenda was circulated and approved, all in favour.
3. Approval of March 28, 2017 minutes
The minutes were circulated and approved at 2:06 PM.
4. **Department Head Report** – Dr. Mike Allard

Welcome back Mike and Thank you Don for stepping in and working with us for the past 6 months!

- ***Director, HR and Administration – Leave replacement***
 - o Aileen To will be starting maternity leave around DecemberPlans for Mat. Leave coverage:
 - o Rene Mrzljak – Interim Director, HR and Administration
 - o Adeline Chan – Office Manager; will take the lead on all Administrative matters;
 - o Yanny Yeung – HR Manager, will be the point of contact for all HR related matters;
- ***Departmental Leadership Roles***
 - ***“Thank yous”***
 - o Don Brooks – his willingness to step in and help out, he has been phenomenal
 - o Dan Holmes – he has been the Summer Student Fellowship Program Director since 2007/2008 and has done a phenomenal job with the program, which has evolved. For

example, the students are now expected to present their work the following year at our Research Day. It's a great way to showcase what our people in pathology do to medical students and other undergraduate students who are fortunate enough to be awarded one of these positions. He has done a great job and I really want to thank him on behalf of everyone. An announcement has gone out.

- Haydn Pritchard – an announcement that has formally gone out regarding the Program Directorship of the Grad Program. Haydn, who has been instrumental in running the program for a number of years even after he retired has played a very active continuing role. As many of you may remember, the Grad Program was recognized by the university as a very student focused program. I'd like to thank and acknowledge Haydn for what he has done, in particular, he has set up a new structure that will ensure a smooth transition for the incoming Program Director. Thanks to Haydn on behalf of everybody.

- *New Summer Student Fellowship Program Director*
 - Ramesh Saeedi has accepted the role of Program Director of the Summer Student Fellowship Program. Ramesh did a PhD with me then went on to do a residency in Medical Biochemistry. She's now part of the Fraser Health Authority so I am delighted to have Ramesh in this role.

- *Associate Academic Head*
 - A search for an Associate Academic Head is now underway. Deadline is next Wednesday. It's still open to anybody who might be interested. Please refer to the description for what responsibilities are required.

- ***Space Updates***
 - *Changes for Pathology Residency Program*
 - Plans have been confirmed and renovations have started or are scheduled to start soon
 - The Pathology Residency Program and the Ken Berry Reading Room (KBRR) will be relocated to the 10th floor of the Diamond Health Care Center
 - The revised timeline for the move will be in May 2018

 - *Changes for other staff located at JPPN 3*
 - The Office of Biobank Education and Research (OBER) group will be relocated to Purdy Pavilion at UBC Hospital
 - Research Staff currently located at JPPN 3 are still in discussion with VCHRI regarding appropriate space for their relocation
 - Other staff and faculty will be relocated to Pathology's existing space at Koerner Pavilion

 - *Impact on Pathology and Laboratory Medicine Programs and Personnel*
 - The Academic Space and Location Review has determined that the Pathology UBC Hospital Koerner Pavilion location will need to accommodate some of the relocations from PEC (e.g., Grad Program, OBER, Faculty)
 - As a result, some individuals currently located at Koerner Pavilion will be impacted by these relocations
 - Renovations in various locations have started and will likely have a temporary impact on staff in and areas surrounding

- ***Department Organization***

- Department Executive:
 - o Terms of Reference (ToR) revised with expansion of membership. There will be elected faculty members as well as appointed members.

- Advisory Committee on Finances, Planning and Priorities:
 - o A subcommittee of the Executive Committee along with the ToR will be established in the near future
 - o This committee will provide advice and perspectives in relation to our strategic plan.

- “Faculty Renewal” Committee:
 - o Don Brooks started this committee during my administrative leave and it is a committee that will continue for the duration of the competitions. The Faculty of Medicine will introduce a competition for new positions in several rounds and we need to be in a place and mindset to be able to compete for these new recruitments because there will be new money for junior faculty outside of our current GPO funding.
 - o ToR will be developed and committee established in the near future

- **Department Recruitment/Retention Activities**

An update, we are in the process of recruiting new faculty, but as with everything, it is in partnership with other organizations/Health Authorities or Departments.

- Canada Research Chair (Tier II)
 - o There is one recruitment in progress with external partners

- Recruitment with ICORD
 - o Recruitment of a new faculty member to an endowed Chair position based at ICORD. Two endowments will be combined into one to recruit.

- Impact of Departmental Budget
 - o Financial impact for salary and benefit support of the relevant individuals is predicted to occur as early as 7-8 years. Partnering with external folks has enabled us to do this and bring two new faculty into the department.

- Faculty of Medicine Renewal Process
 - o The Faculty of Medicine, compared to a year or two ago. Is in much better financial shape. Not all departments are, but the faculty as a whole is doing better. We are very fortunate that the university is providing new, ongoing funding to help address the demographics of our faculty. The faculty is top heavy with professors and the faculty as a whole over the last few years has lost 50 or more faculty members that may have not been replaced. It’s a consequence of the budget problem we’ve all been struggling with for the last couple of years, and since it has been recognized, new funds are being made available. That’s what this renewal process is all about.
 - o A competition will be announced in November for ongoing funding to support recruitment of new junior faculty. It will be limited to two applications per unit.

Questions/Comments:

Hahn Huynh: in the past we had 2 additional instructor positions in MDUP, will we be able to get at least 1 or 2 back?

Mike Allard: That's a great question and I think that's something that we would put in the list of ideas and possibilities of where the department should go. One of the things we haven't done as a department is update or revise our strategic plans and strategic directions to make sure we are in line with what the university and the Faculty of Medicine are doing. The Dean convinced me to review and have a look at our strategic plans / strategic directions. Part of that faculty renewal process internally will be revising and updating those strategic directions imbedded within that we can clarify where we want to go on the educational front, the research front and how we want to organize ourselves. We as a Department can then start these conversations about direction.

Department Finances and Other Updates

Department Operational Funding

- Summary

- A structural deficit continues
- Appear to have large reserves that are not truly under departmental control
- Unable to readily replace Faculty members that retire and instead use funds to pay for salary increases
- Other costs now downloaded to the department

- Ongoing Possible Mitigating Strategies and Opportunities

- Continue to identify and implement operational efficiencies
- Openly discuss perspectives on retirement with faculty and ensure they are aware of retirement options available
- Develop and implement a "Faculty Career Management" Program in the Department
 - Supports and guides career planning in a forward-thinking way over a 5 year period, professional development, and maintenance of faculty vitality (people are able and capable and interested doing what they do for their own careers but also for their institution)
 - Ensures professional responsibility and academic accountability.
- Expand existing and/or develop new educational programs
- Consider introduction of administrative charges on "Fee for Service" and PI-related research "G"-accounts supported by the department

Questions/Comments:

Amanda Bradley: I am curious about the possibility of having some sort of development arm. Faculty of Medicine is different from other faculties, for instance the Faculty of Applied Sciences, they have massive development office and they are very successful in bringing in lots of money that they can get distributed to different programs. Faculty of Medicine has development in certain areas but I don't know if they have the structure in place to support departments in the development area but seems to me that's a whole avenue that I am not seeing here.

Mike Allard: You are so right. That's a piece that isn't there which should be there and in fact that came up in our external review as well. Now that we have the people directing and acting in programs, we are going to do the best we can with those recommendations that arose from the external review and fundraising is one of them, and Pathology specific development would make sense.

Pathology and Laboratory Medicine – Reserves

- This year the Faculty of Medicine is targeting our 'reserves'
- Despite a structural deficit in our General Purpose Operating funds the Department's overall 'G' accounts are currently showing a substantial pool of reserves; a large portion of them are under PI Control
- If the departmental finance projections don't change, the department will be forced to use the different pools of reserve funds to cover our structural deficit in the future

5. Programs Reports

MD Undergraduate Education Program – Dr. Michael Nimmo

The undergraduate program continues to be rolled out. The first cohort of the new Spiral Curriculum are now in their 3rd year. There are several opportunities for pathologists to become involved in teaching medical students. These are mostly related to combine histology and pathology groups out at UBC. These are sessions that include pathology slides to make histology more interesting for medical students. They are learning about various structures such as the liver, kidney and things like that. We introduced several generic pathology slides so they can also look at those. There's one on celiac disease we did the other day. Pathologists, if you want to go out there and help teach, we are always looking for more people to help. There's also going to be the opportunity for teaching in the 4th year with the transition into post-grad practice. Currently some of the pathologists are involved in teaching in the PMP which will be phased out next year but essentially for the medical students, the new curriculum has changed in their 4th year as to focus on transition into the post-grad practice. The emphasis will be, from a pathology perspective, that they know the appropriate use of laboratory testing and that they use the lab effectively. I know in the past, one of the areas that was well received was transfusion medicine lectures. It will be interesting to see with respect to the medical students if there is an increase in interest in Pathology. We are being contacted by medical students who have seen us in the histology pathology labs to see if they can do some shadowing. People who are interested in having students shadow them please let me know. Again it's a good opportunity for us to interact with the students and raise the profile of pathology. For some reason it seems that we do better than some universities attracting people into pathology.

Mike Allard: Did you mention the FLEX program because that makes me think that's another opportunity for students to get engaged with pathology, as opposed to shadowing?

Mike Nimmo: It's definitely different than shadowing, the unfortunate thing is that I really don't understand the FLEX program so I really can't comment on it other than I believe it is an ongoing

project that the students become involved in. It starts in year 1 and goes to year 4, and they can go into anything including pathology. Each year the cohort starts in first year, they are told that they should get a FLEX project and approach various individuals to see if whether they want a FLEX project.

Sophia Wong: we've a great student, Jordan, who started off in first year doing a project and really like his project so he continued in 2nd year. It's like kind of having a research student that is around the whole year and there are some forms to fill at the beginning and you have to fill a proposal of what the project is about and what the student's responsibilities are during the year and you also have to fill up an evaluation form at the end of the year.

Mike Nimmo: For those people who are interested in FLEX, I can certainly put them in touch with the people in charge of FLEX.

Hahn Huynh: PMP is Principles of Medical and Practice. Thanks to both Mike Nimmo and Mike Allard we actually have great connection with histology and makes histology learning for first and second year students in the medical program very interested. In fact, this past Friday, both faculty and student came forward to see if we can somehow solicit more pathologists or even residents coming forward, because the students are so interested. It makes the relationship in learning histology so relevant and they love it. So for FLEX you can contact Alice Mui. There are a lot of opportunities to get involved with students. Another opportunity for teaching in MDUP is in CBL tutoring, we have a huge need, for second year it's a commitment of 2 hours on Wednesdays and Fridays for about an average of 4 weeks. For first year, it will be Mondays, Wednesdays and Fridays from about 8:00 am to 9:50 am. It's a wonderful teaching opportunity, for those interested in CBL, please let me know.

Residency Program and General Pathology – Dr. Mike Nimmo

I want to welcome Dr. Brian Skinnider, he's the now the Anatomical Pathology Program Director and that was effective July 1, 2017. I can present very quickly on General Pathology. The General Pathology Program continues to exist and there continues to be no residents in the program. The reason there's a definite decrease in interest in hiring general pathologists in communities and people seem to be wanting more on specialized training and with the expansion of the medical schools at the university and at the various sites the demand for general pathologists seem to have declined.

Anatomical Pathology - Dr. Brian Skinnider

The Anatomical Pathology Program is doing well. We currently have 27 residents, and we will be getting another resident in 2 weeks (PGY2 transferring from Surgery to AP). Four residents will be writing their exam in May of next year. Three of them have lined up fellowships, and the other one's plans are still up in the air. We are gearing up for the CaRMS interviews. We will be getting the applications later this month and doing the interviews in mid-January. We had several medical

students come to our department doing electives during the last several months. Many of them have expressed interest in pathology. We are hopeful that we will have a good pool of applicants.

Medical Biochemistry Residency Training Program –*Dr. Sophia Wong*

We currently have one PGY-4 resident, Catherine Cheng, in our program. We are now officially a subspecialty of internal medicine, and residents will have to complete 3 years of internal medicine before they apply to our program through the CaRMS Medicine Subspecialty Match. We have also started a new, 2-week medical biochemistry elective for MD undergraduate students in 3rd and 4th years. Two students have signed up for the elective this year

Neuropathology Residency Program report – *Dr. Ian Mackenzie*

Nothing to report

PALS – *Dr. Tyler Smith*

Nothing to report

Genomics and Bioinformatics –*Dr. Stephen Yip*

We submitted a TLEF Submission for a small grant to expand and innovate pathology teaching to the medical students and the grad students, hoping to extend that to the residents. I will hear from the Faculty of Medicine this week about whether we are going ahead or not.

Medical Microbiology – *Dr. Chris Lowe*

Nothing new to report, we have 6 residents in the program, 1 that is eligible to write the Royal College this year.

Transfusion Medicine – *Dr. Karen Dallas*

Nothing to report

Hematopathology – *Dr. Suzanne Vercauteren*

Nothing to report

Bachelor of Medical Laboratory Science Program Report (BMLSc) – *Dr. Amanda Bradley* (provided report and presented report verbally)

Enrolment

- Twenty-six students are currently enrolled in the BMLSc Program; 1 student is a Medical Lab Technologist
- Thirteen students are expected to graduate from the Program in May 2018

BMLSc Program Curriculum Review

- Curriculum/course change proposals have been approved by UBC Senate, after having been approved by the Pathology and Lab Medicine Curriculum Committee and FOM Faculty Executive

- Changes reduce the credit load in year 3 and address issues around the extent and depth of Analytical and Instrumental Chemistry teaching in the Program

Communication and Raising Awareness about BMLSc

- We continue to work with the FOM Communications team to profile BMLSc students & use social media to advertise information sessions
- UBC Recruitment, Marketing and Prospective Student Engagement built a communications plan that we are enacting with their assistance

BMLSc Associate Director

- Dr. Michael Sutherland has accepted the new position of Associate Director, BMLSc Program. Dr. Sutherland will help us gain momentum on our Program review and improvement project.

Teaching

- Course leadership: Dr. Bojana Rakic has become the PATH 301 course Coordinator and Dr. Tracy Tucker has become the PATH 303 course coordinator.
- We are very grateful to all of the BMLSc instructors for the time and expertise they provide to our students.
- Recipients of the 2016-17 Students' Choice Award for Teaching Excellence were Dr. Morris Pudek, Dr. Mark Scott, and Dr. Michael Neerman. Ms. Jennifer Xenakis received the Reid Memorial Cup for outstanding contributions to the BMLSc Program.

Vancouver Summer Program (VSP)

- The Program offered two courses to a cohort of 33 international students with diverse educational backgrounds from China, the Philippines, Taiwan, and Singapore.
- This is our 2nd year offering a VSP package. The Med Lab Science package is popular and highly rated. We will be offering the package again this summer (July 14-Aug 14, 2018).

Graduate Studies – Dr. Haydn Pritchard

1. Our program continues to do well, no major challenges.
2. Currently we have 70 students registered, 15 new students entered in September this year. Over the last 12 months we graduated 12 PhD students and 12 master students.
3. In terms of awards, most of our students continue to do well, but 2 of our students were nominated by UBC for the national competition for the Vanier awards
4. We established a minimum stipend for our students, it is not a lot as you well know but it makes sure that all of our students get a minimum equal amount of money, this is obviously offset by UBC intent to raise fees next year by 2%.
5. Our program continues to be led by the engaged and skilled members of our Graduate and Post-Doctoral Studies Committee and is supported by dedicated and knowledgeable support staff Heather Cheadle. We have adopted and tested a very robust Terms of Reference
6. Members of our administrative committee include student's representatives and these in the past have been appointed positions but now we have been getting more sophisticated and we are moving to elections.
7. I have been in this position for 7 years and is time for new leadership. I am going to step down on Jan 1 2018 but I will hang around to make sure that we have some transition to the new program director.

8. I am pleased of what we have achieved over the past 8 years and we have become a gold standard on how to do many of the things. However, it's time for review, it's time to improve, and it's time to find new partners. I am sure our incoming Program Director will lead us to do remarkable things we did not know how to do before.
9. It seems clear to me that our research program are only as good as the quality of our graduate students. In these financially challenging times, it's really important that we don't underservice this critical group of students. If we do not secure financial security for our program, it will have massive impact on our research productivity.
10. It's been a great pleasure for me to work with the skilled and dedicated faculty and students over the last 7 years. Thank you all.

Pathology Education Centre – Dr. Maria Issa

We have 10 wonderful people who have completed the peer evaluation teaching course which brings us to 30 qualified people in the department who are willing to come and listen to you and help you and promote your teaching. Please use them. All you need to do is contact Yanny at HR and she knows who they are and how to get them. If you are evaluated, you do get on the hit list so you can evaluate other people. Good teaching is not something that happens immediately, feedback from other people who are good teachers is always helpful so think of it as a collegial activity and keep up the good work.

6. **Site Reports**

C&W – Dr. Deborah McFadden (provided written report)

The new hospital, including our transfusion medicine laboratory, is open. As the ORs are in the new building and Anatomical Pathology stayed in the 1982 building, the Department was successful in its to the BC Children's Hospital Foundation to fund a system to communicate in real time between AP and the ORs for intraoperative consultation and this was implemented in time for hospital opening. As part of that request, the Department now has an APOLLO PACS and will be getting an Aperio scanner, which will be of benefit in resident teaching. We are in the midst of our strategic plan development. We had our retreat last week and we will work on that in the coming months and have it complete by the end of December. We started clinical space planning for renovations development of the non AP laboratory space. We are in the midst of our department micro-grant competition.

St. Paul's Hospital – Dr. Martin Trotter (provided written report)

The New St. Paul's

Clinical scope, functional program, and indicative design phases are now complete and the final business case for the new hospital is being prepared for submission to government. The new NDP government is performing a due-diligence review to get up-to-date on the new hospital planning. Dr. Blake Gilks (Regional Department Head) and Ed Ratnarajah (Executive Director, LM Labs) have reviewed the designs for the laboratory at the new hospital site and signed off on the clinical scope and functional program. We remain concerned that lack of real engagement in this planning by the BC Agency for Pathology and Laboratory Medicine may mean lost opportunity to potentially regionalize/consolidate some laboratory services on the new St. Paul's hospital health care campus.

Recent staff appointments (since June 2017)

- [Dr. Angela Fung](#) - Clinical Chemist (from University of Toronto)
- [Dr. Janet Simons](#) - Medical Biochemist (from McMaster University)
- [Dr. Audi Setiadi](#) - Hematopathologist (from UBC)
- [Dr. Susanna McRae](#) - Anatomic Pathologist (from University of Calgary)
- Dr. Lik Hang Lee - Anatomic Pathologist (from Abbotsford Regional Hospital)

Awards and Recognition

- Dr. Dan Holmes received the 2017 Research Excellence Award from the Canadian Society of Clinical Chemists
- Dr. Mari DeMarco received the 2017 Early Career Research and Discovery Award from the UBC Department of Pathology and Laboratory Medicine
- Dr. Karen Dallas has been appointed as one of two Vancouver physician quality improvement advisors for the Specialist Services Committee (SSC) Physician-Led Quality Improvement initiative

Resident Training

In August 2017 we supervised our first General Pathology resident (University of Calgary) in an elective rotation in Community Hospital Laboratory Medical Leadership taking place in Whitehorse, YT. Our affiliation with the Yukon Hospital Corporation is an opportunity to increase laboratory medicine residents'

VCH – Dr. Blake Gilks

Nothing to report

BCCA – Dr. Chenghan Lee

At BC Cancer we are starting the process of setting up a provincial network of pathology special interest group, sub-specialty interest group, the process will be formalized very shortly so that we can connect all pathologists with the same practice and interest throughout the province to standardized practice and the next announcement I would like to make, in terms of the Cancer Genetics Lab, Dr. Aly Karsan has done a tremendous job in the last 7 – 8 years and he has brought the Cancer Genetic Lab to the age of next generation sequencing technology. We will be having a new Cancer Genetic Lab Director with an appointment of Dr. Stephen Yip as Director and I am looking forward to working with him to further the Genomic Services both academically and clinically that we provide in the next period of time.

BC Centre for Disease Control – Dr. Mel Krajden

Nothing to report

Kelowna – Dr. Robert Coupland

Nothing to report

Victoria – *Dr. Gordon Hoag*

We have a young fellow who is in Medical Biochemistry, Dr. Michael Chen, who has joined us in January. He's now got his research area underway. His first mass spec arrived and has now been put into operation here. He's got another 2 mass spec arriving in the next 2 months, with a total of 3 mass spectrometers to run his proteomics metabolomics laboratory. He has engaged with many colleagues locally and nationally to build collaborations to support his research area that he has taken from his time at McGill and transported it here to the island. Certainly has worked with Christoph Borchers who is at the Proteomics Centre here in Victoria in Mass spectroscopy. His work is becoming more than just simply a concept, but a reality. We also have 1 medical microbiologist joined our staff who is looking forward to working with Michael and are going to develop some research activities. We also have a new hemopathologist who just joined us who is going to participate with BC Cancer Agency and some initiatives that relate to hematology, Dr. Gwyn Clarke has joined our staff half time who is looking to exploring more opportunities for collaboration within the CBS that we have going relative to the transfusion medicine practice. Finally we have 2 anatomical pathologists positions that we have interviewed for, 2 candidates will be offered positions within the very short future, they will bring to us needed expertise and support us in some other areas such as neuropathology that we have, some opportunity to grow that practice in our community. That sort of gives you a minimalistic update of our recruitment in terms of each one of the disciplines. We also have a Genetics as part of our department, Dr. Laura Arbour, has done great work in the BC arrhythmia and she's going to be a participant in one of the grants that goes. The Comox Valley Hospital just recently opened along with the Campbell River Hospital which were our Northern Hospital, they are wonderful sites to visit.

Prince George – *Dr. Justin Lo*

Nothing to report

Fraser Health Authority (FHA) – *Dr. Sam Krikler (provided written report)*

BC Cancer Agency is expanding its role at FHA. Stem cell transplants for myeloma will begin approximately 12 months from now...estimated that there will be ~75 cases per year.

7. New Business

Gordon Hoag: The path assistant program is working its way through UBC, do you know if it's something that has been stalled?

Mike Allard: It's moving slowly in a sense that UBC will need to create a formal partnership and a collaborative process that was going to be with the University of Alberta, Calgary and UBC. The University of Calgary has now started with a thesis base masters program which they have transferred to a truly professional master type program that meets US national criteria for accreditation. BC, for the short term and maybe for the long term, will function as a practicum site. Students, whether they are from BC or elsewhere have an opportunity to come back to BC to some sites within BC and do their practicum year. We are now just doing a pilot. VGH is now going to

receive one and they will also spend a period of time at Children's as they have to have both adult and pediatric exposure to meet their graduation requirement. It's moving forward, and now BC is going to play a role with practicum delivery but not so much course delivery.

Gordon Hoag: thank you Mike. Do you know if the core curriculum is available online or in some process that we can actually gain access to?

Mike Allard: Let me follow up with Jim Wright as he is the person who's the most connected to the program.

8. Adjournment

The meeting was adjourned at 3:15 PM.