

**Internal Academic Review Committee**

**Report on the Review of the Department of Microbiology and Immunology**

this unit, the IARC has noted that this is a matter of concern across all of the Basic Health Sciences Departments and a collective approach to addressing this issue has been recommended. The IARC recommends that an integrated strategic staffing plan take into account: the ongoing financial and budgetary constraints § 65ei20020097 -0.0019Tw 12 9.970.926.1ontinth

Outcomes of the Review:

*The following response was submitted by the Dean of the Faculty of Health Sciences and presented at the Basic Science Council:*

The continuing evolution of scientific discovery has outgrown many of the traditional disciplines that have comprised the Basic Medical Sciences. Where we once had disciplines based on anatomic, functional or biochemical levels of knowledge, advances in science have moved knowledge and research to a more fundamental commonality.

Furthermore, research increasingly embraces the breadth of inquiry from the gene to the health of populations, involving those from a variety of “traditional” disciplines, no longer so relevant. In fact, many of our research programs cross Faculties and have become thematic, addressing health issues deliberately, such as Cancer, Heart and Stroke, etc.

Reflecting this reality, our educational programs have become collaborative and generic at the undergraduate level, and thematically follow our research programs at the graduate level.

It is within this context that budgetary constraints causing harsh consequences provide an opportunity for optimizing our various functions and responsibilities. The following initiatives have been taken or are being considered:

- 1 The Canada Research Chair allocation process is strategic, non departmental, and vested in the Research Advisory Committee of the FHS. CRCs are the major source of new faculty at present.
- 2 Basic Science Council will discuss further the creation of a Basic Science staffing committee.
- 3 Basic Science Council, Research programs and Departments will be encouraged to develop policies to recruit graduate students from a wider national and international pool.
- 4 Basic Science Council will be asked to create a subcommittee to review all the undergraduate laboratory curricula with the view of further integration and cost-effectiveness.
- 5 Basic Science Council will be asked to consider ways and means of integrating the annual budget preparation, with the goal of avoiding any duplications and improving administrative and academic efficiencies.
- 6 The FHS is dedicated to furthering our existing Research Strategy, which is thematic and programmatic, has been recently reviewed and ratified, and which is firmly embedded in the strategic plan of the Faculty.

I note further that the FHS 2003/04 budget submission requested reinstatement of the upcoming vacancy by retirement that was to be hollowed to meet budget targets.

Follow-up on these recommendations and issues will take place in the annual budget and staffing strategy meetings between the Dean of the Faculty of Health Sciences and the Vice-Principal (Academic).