

DEPARTMENTAL COUNCIL

DATE: Friday, April 8, 2016
TIME: 10:30 am – 12:00 pm
PLACE: Rose/Nightingale Rooms, 3rd Floor TRW Building
CALL IN: 1-877-385-4099 Passcode: 81944#
CHAIR: Dr. Brenda Hemmelgarn, Department Head

AGENDA

The Department's Administrative Support Staff have been invited to attend the Special Presentations and the Department Head's Report.

SPECIAL PRESENTATION:

Enhancing a Culture of Respect – Mr. Marty Heeg, Organizational Development, HR

- 2016-04-08 Approval of Agenda
- 2016-04-08 Approval of Minutes: February 19, 2016
- 2016-04-08 Business Arising from the Minutes
- 2016-04-08 Department Head's Report including Strategic Planning Update

THANK YOU ADMINISTRATIVE SUPPORT STAFF FOR YOUR ATTENDANCE!

- 2016-04-08 Bachelor of Health Sciences Health & Society Program (Hatfield)
- 2016-04-08 Graduate Education Program (Oddone)
- 2016-04-08 Public Health and Preventive Medicine Residency Program (Strong)
- 2016-04-08 Community Rehabilitation & Disability Studies (Parrott)
- 2016-04-08 Department Report UCBC (Williamson, Sajobi)
- 2016-04-08 Other Business
- 2016-04-08 Next Council Meeting: June 17, 2016 at 10:30 am



UNIVERSITY OF
CALGARY

Department Council Meeting

April 9, 2016

Department Head Report
Dr. Brenda Hemmelgarn

Enhancing a Culture of Respect

Department of Community Health Sciences
April 8th, 2016

Facilitated by Marty Heeg,
Senior Consultant
Organizational Development

Goals for Today

- To provide an overview of the U of C's Respect in the Workplace program
- To facilitate understanding of diverse experiences and perceptions
- To consider how personal responsibility can play a key role in the growth of respect in our culture
- To create broader commitment collectively toward this goal.

The Academic Plan

Three priority areas for action arising out of the employee engagement survey:

1. Building leadership commitment and trust
2. Increasing respect and recognition
3. Creating an environment that results in one university family

“We have some great strategies, we’ve got some great people and we are building a great culture.

I am a firm believer that what’s going to differentiate this university from every other institution in the country is our culture... it’s how we treat each other, the level of respect we have, how we support each other”

*(President Elizabeth Cannon, June 5th, 2015
- University of Calgary Town Hall)*

- Initially, the central component of the program was on-line training, but in the last 2 years, workshops and retreats have been developed to create deeper discussion, awareness, action and accountability.
- 56% of staff and faculty have taken part in this program.
- Over 1/3 of academic staff have participated – mostly by attending a workshop.

Motivation: Discuss at your tables

- Think of a person that has practiced some form of Respect with you.
- What is a word that you associate with that respectful interaction?
- How did this experience contribute to your health, your engagement or your capacity to be innovative?

Respect: A Fundamental Requirement/Principle

“...Respect is like air. If you take it away, it’s all people can think about...the interaction is no longer about the original purpose – it is about defending dignity.”

(Crucial Conversations, 2002)

“Effective, long-term relationships require mutual respect and mutual benefit.”

(Stephen Covey, 1989)

Awareness: What is Disrespect to You?

- What impacts your health? Engagement? What limits your capacity to innovate?
- What are behaviors you find disrespectful?

Proactive Options for Addressing Disrespect

- Talk to the person
- Consult with your supervisor
- Access coaching with your HR Partner
- Reach out to your union and/or the Staff Wellness Centre/LifeWorks
- If situation doesn't improve, discuss the possibility of an investigation with your HR partner
- Contact the Office of Diversity, Equity and Protected Disclosure

Climbing the Respect Ladder

Factors that
Enhance a
Culture of
Respect

Courage,
Accountability,
Self-awareness,
Clarity of Values

Implement Solutions

Find/Create Solutions

Own it – Take a Position

Acknowledge Reality

Factors that perpetuate
Disrespect

Fear/Lack of
Awareness and
Accountability,
Disengagement

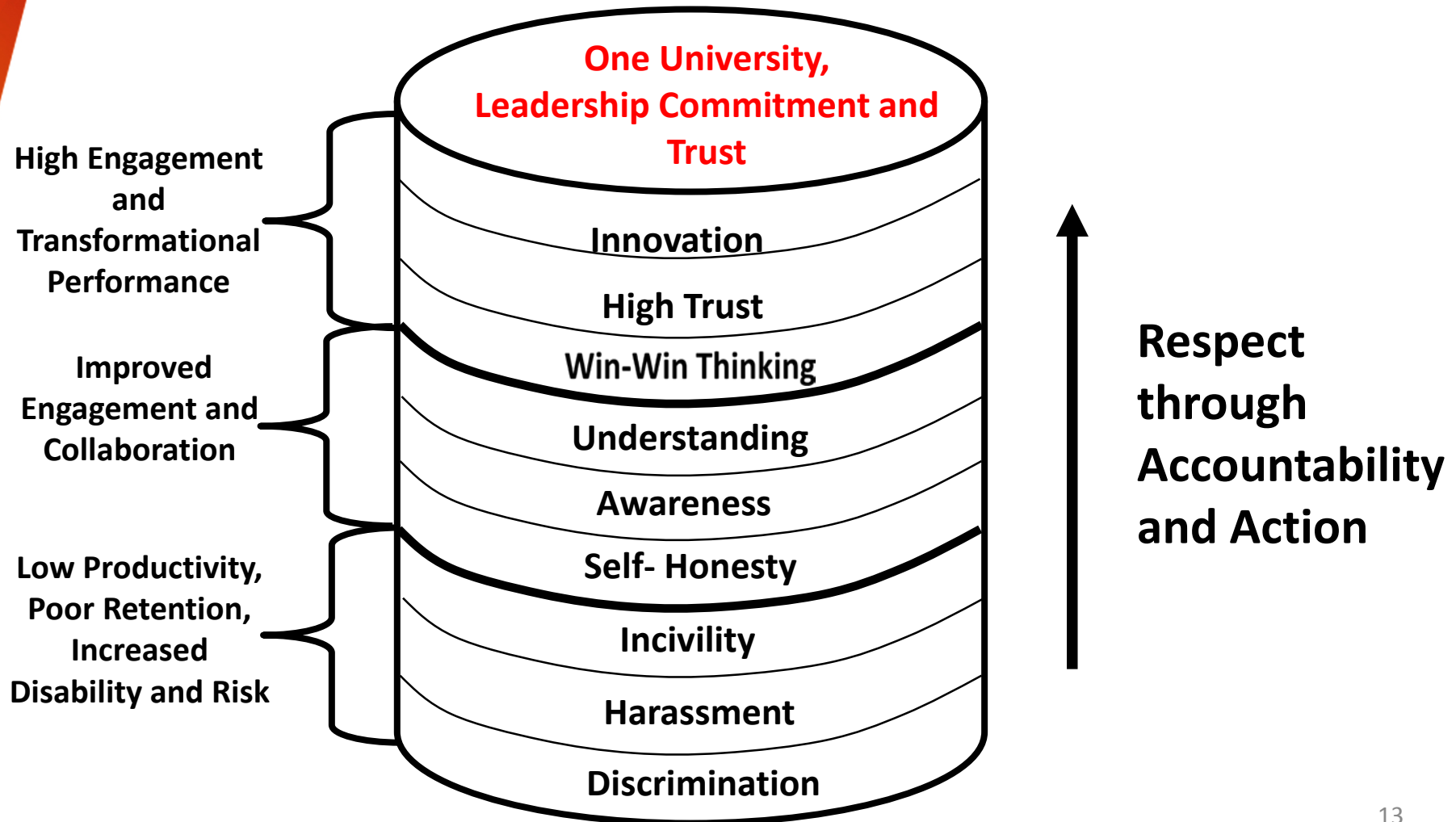
Wait and Hope

“I can’t” Excuses

Blame Others

Denial of Situation

Levels of Development



How do we creating a M.A.P. to a Culture of Respect?

- Motivation – What motivates me to make a commitment to mutual respect – why do I value this?
- Awareness - What is respect to me? To you? How does it help/hinder our health, engagement, capacity to innovate?
- Practice – What do we do to grow individually and collectively? What specifically can we do?

Look in the Mirror

“As much as others may need to change, or we may want them to change, the only person we can continually inspire, prod and shape – with any degree of success – is the person in the mirror”

(Crucial Conversations, 2002, p. 29)

- **Questions? Comments?**

Recruitment: 3 Academic Positions

Instructor Positions (2)

Community Rehabilitation and Disability Studies (CRDS)

Timelines

April	Advertise positions for 30 days
May	Shortlisting of candidates
June	Candidate(s) site visits

Search and Selection Committee members

Brenda Hemmelgarn (Chair), Dorothy Badry (external), Lucy Diep (Student), Ann Hughson, Ebba Kurz, Bonnie Lashewicz, Katrina Milaney, Tolulupe Sajobi.

Recruitment: 3 Academic Positions

Assistant Professor

Population/Public Health, Equity and Policy (CSM Precision Medicine Strategy)

Timelines

April	Advertise position for 30 days
May	Shortlisting of candidates
June	Candidate(s) site visits

Search and Selection Committee members

Brenda Hemmelgarn (Chair), Karen Benzies (external), Bill Ghali, Eddy Lang, Rebecca Saah, Ann Toohey (student representative), Suzanne Tough.

Recruitment: Administrative Position

Research Administrator

Provides senior finance and HR project support to:

- Fiona Clement
- Marilynne Hebert
- Bonnie Lashewicz
- Nancy Marlett
- Katrina Milaney
- Margaret Russell

Timelines

March 31

Posting closed

April

Interviews and Offer Letter

May

Start

Mentorship Update

- Workshops
- Evaluation



Engagement Committee Update

**Thank you for helping us
Make a Difference!**



Administrative Services Update

We are here to help you!



Help us build
your Biography!



COMMUNITY HEALTH SCIENCES

Enhancing the well-being of individuals and communities

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STAY CONNECTED



Quick Links

- Employment Opportunities
- CHS Student Executive (CHSSE)
- Cumming School of Medicine
- O'Brien Institute for Public Health

Christopher J. Doig

Professor, Full Time Faculty

+1 (403) 944-1691

cdoig@ucalgary.ca

Profile

Dr. Doig is an intensive care unit specialist at the Foothills Medical Centre and a Professor in the departments of medicine, critical care medicine, and community health sciences. He has also served as Head of the Department of Community Health Sciences since July 1, 2010.

Having joined the University of Calgary in 1995, Dr. Doig's research interests include the validation of scoring systems for organ dysfunction and acute lung injury in the intensive care unit, outcome assessment in trauma, and ethics and outcome for organ donations. He is also a co-team leader for the Alberta Sepsis Network.

Dr. Doig is a highly respected expert on the care of the critically ill; he is a past board member of the Shock Trauma Air Rescue Society of Alberta (STARS), and was also the first full-time faculty member from the University of Calgary to be named President of the Alberta Medical Association.



Curriculum Vitae

[christopher-j.pdf](#)

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STAY CONNECTED



Upcoming Events

Department Council Meeting

Date & Time: April 8, 2016

SPOR Patient Oriented Research Summer Institute 2016

Date & Time: May 2, 2016 - May 4, 2016

[ReadMore](#)

Department Council Meeting

Date & Time: June 17, 2016

Quick Links

Employment Opportunities

CE Program Intern, Global Health

[View Posting](#)

GHIP Studentship, Global Health

[View Posting](#)

Community Palliative Studentship, Global Health

[View Posting](#)

Indigenous Health Dialogue Response Studentship, Global Health

[View Posting](#)

Tanzania MNCH Research Studentship, Global Health

[View Posting](#)

University of Alberta post-doctoral fellow opportunity - Physician Learning Program

[View Posting](#)

PhD scholarship opportunity in Norway

[View Posting](#)

CIHR – Awaiting funding decision in April
AIHS – Awaiting funding decision in June

THANK YOU!



Government
of Canada

Gouvernement
du Canada

Canadian Institutes
of Health Research



Alberta
Innovates
Health
Solutions

Catch the News: Students!

Congratulations Lesley Soril & Kyle Kemp!



April 4, 2016
Lesley Soril and
Kyle Kemp were
each awarded a

CIHR/Commonwealth Fund Dissemination Award
(2 of only 3 students awarded this nationally!)

Students' poverty-fighting idea makes impact in global competition



March 30, 2016
Community
health sciences
students wow
judges in Hult
Prize regionals
with their concept

for micro-health insurance [READ MORE](#)

Congratulations to Dawn Rault, PhD(c) - Indigenous Scholar



March 2, 2016
Congratulations
Dawn Rault, PhD
candidate in
Community
Health Sciences
as an inaugural

recipient of a Province of Alberta Scholarship for Indigenous Graduate Students. Dawn's thesis is breaking new ground by looking into occupational [mental] health and [physical] safety for peace officers, with a focus on animal cases and municipal bylaws.

Hult regionals Dubai 2016



March 15, 2016
Community
Health Science
students runner-
up in world
business
competition.

[READ MORE](#)

Catch the News: Faculty!

Dr Rob Quinn and Dr Pietro Ravani: Early intervention to prevent clotting during kidney dialysis not always best



February 23, 2016
Drs. Robert Quinn and Pietro Ravani review different methods to achieve the most effective use of vascular access.

[READ MORE](#)

Panel examines effects of cannabis use on developing brain in youth



March 11, 2016
Dr. Rebecca Haines-Saah from Cumming School addresses findings by Canadian Centre on Substance Abuse. [READ MORE](#)

Study hopes to help seniors who can't afford heart medication



April 6, 2016
Researchers seek 5,000 Alberta seniors with, or at risk of, cardiovascular disease

to participate in drug access research [Read More](#)

History of Medicine Days celebrates 25th anniversary March 11-12



March 10, 2016
From Renaissance medicine to securing bodies for research, conference covers the links between medical history and modern

practices [READ MORE](#)

Congratulations Dr Derek Roberts



March 18, 2016
Dr. Derek Roberts has been chosen as the recipient of the 2015 Clinician Investigator Program Research Award, recognizing excellence in published research. Dr. Roberts was chosen as this year's recipient for your research paper:

"Indications for Use of Damage Control Surgery in Civilian Trauma Patients."

Congratulations Dr Hude Quan!



March 14, 2016
"Congratulations to Dr Hude Quan who received the 2016 Immigrant Services Calgary Hadassah Ksienski Lifetime Achievement Award. This award is

provided for lifetime achievements and contributions, and recognizes Calgary's most esteemed immigrants."

Congratulations Dr Penny Hawe and Dr Alan Shiell



March 28, 2016
Dr. Penny Hawe and Dr. Alan Shiell were elected by the Board of the UK Faculty of

Public Health (FPH) as Honorary Fellows of the Faculty. This is the highest accolade the Faculty can bestow and is awarded to persons of eminence who have rendered exceptional services to the science, literature or practice of public health. [READ MORE](#)

Study shows those with osteoarthritis have higher risk of work time loss



March 10, 2016
Community health researchers and Statistics Canada alarmed by lack of work loss prevention programs for fast-growing cause of disability [READ MORE](#)

Occupational Health and Safety

External Audit in May 2017 (3 year cycle)

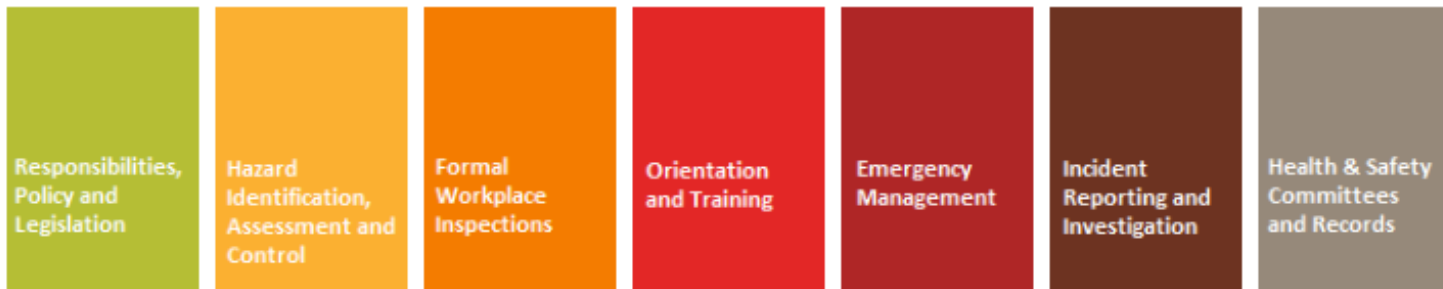
Training is mandatory for All UC Employees:

1. Occupational Health & Safety Orientation – 35 min. online module
2. Hazard Assessment Training – 45 min. online module
3. Incident Reporting and Investigation Training – 35 min. online module

Institute “**Safety Moment**” at Council meetings.

For additional information please visit: www.ucalgary.ca/safety

Occupational Health and Safety Management System (OHSMS)



COMMUNITY HEALTH SCIENCES | Cumming School of Medicine

OUR STUDENTS, OUR STRENGTHS

PROGRESS REPORT

April 8, 2016

Prioritization of recommendations, and suggested approach;

June 17, 2016

Implementation plans, budget (if applicable), and timelines.

Implementation will occur during the 2016-2017 academic year.

Progress Report: BHSc (HSOC)

Prioritization of Recommendations

Action Plan/Suggested Approach

1. Develop a marketing and communications strategy that clearly articulates the academic offerings of the BHSc, Health & Society major.

- Engage the new CSM marketing person to help us with planning and improving recruitment messages and strategies
- Seek opportunities to promote Global Health opportunities
- Leverage new Pathways program marketing to profile BHSc and increase recruitment of underrepresented student populations
- Increase involvement in science outreach activities like Discovery days to highlight and increase awareness of the Health & Society major
- Make a “Spotlight” on the BHSc a regular once-a-semester occurrence in the CSM newsletter (similar to spotlight on Health & Society in the last edition of UMedicine magazine).

2. Offer mentorship opportunities for undergraduate and graduate students and acknowledge their participation in these initiatives (e.g., include on their co-curricular record).

- Actively promote mentoring opportunities for CHS graduate student to engage with BHSc students
- Work with CHSSE to create opportunities for graduate- undergraduate interactions (eg. lunch and learns)
- Increase BHSc student involvement at CASCH conference
- Use the CHS website more effectively to alert faculty and graduate students of opportunities for working with BHSc students.

3. Identify core competencies for each training program and ensure core content addresses these competencies.

- The Health & Society core curriculum was mapped in 2013 and spurred some interesting changes and improved alignment of the curriculum. An update of this map to reflect the current state would highlight which changes are observable in the map; where gaps still exist.

Prioritization of Recommendations

1. Student Funding (summer internships, student stipends, etc.).
2. Develop and implement survey of graduating students, employers of former students, community partners.
3. Mentorship program for junior faculty.
4. Networking for on-campus and distance students, MDCS and MSc students.

Action Plan/Suggested Approach

- Explore potential funding sources.
- Investigate how other programs provide student funding.
- Program will develop survey for graduating students.
- Program will develop survey of employers of former students and community partners.
- Program will development essential elements of mentorship program through survey of previous junior faculty members.
- Program will develop networking opportunities locally and distance for all levels of the CRDS degrees.

Prioritization of Recommendations

1. Identify core competencies for training program and ensure core content addresses these competencies.
2. Incorporate a flexible admissions process.
3. Conduct an annual survey of alumni.
4. Invest in program administrators.

Action Plan/Suggested Approach

- Continue implementation of competency-based curriculum.
- Develop academic half day simulations for difficult-to-achieve competencies .
- Re-introduce dual certification in family medicine option.
- Survey current residents, recent alumni, and preceptors.
- Facilitate training in financial management and other administrative competencies.
- Support educational conference attendance.

Progress Report: MSc/PhD in CHS

Prioritization of Recommendations

1. RECRUITMENT and COMMUNICATION – Develop a marketing, communications, and admissions strategy that clearly articulates the academic offerings (i.e., educational opportunities) of the Department.

2. HIGH QUALITY – Complete internal program audits in partnership with other faculties/institutions ensuring integration of course content and objectives while avoiding duplication and content overlap.

3. MEASURE SUCCESS – Conduct an annual survey of our alumni to learn from successes, challenges, and “failures” to ensure our training is meeting the needs of our students.

4. COLLABORATIONS – Facilitate networking events to foster connections and collaborations among students (i.e., 3-minute thesis presentations) and faculty.

5. FINANCIAL SUPPORT – Ensure timely communication with students regarding funding opportunities.

Action Plan/Suggested Approach

- Updates to CHS website with faculty profiles, etc.
- Development of pamphlets/brochures for specializations.
- Explore possibility of more than one intake per year for some specializations.
- Course mapping and reduce redundancy when needed.
- Identify core competencies and ensure they are addressed.
- Review teaching assignments and promote team-teaching models with cross-specialist expertise.
- Develop an “exit” survey for graduating students.
- Develop a quality assurance framework.
- Facilitate a Research Day for spring 2017 developing TOR for each specialization.
- Increase availability and access to student funding opportunities from the time of Admissions “offer” through program completion.

COMMUNITY HEALTH SCIENCES | Cumming School of Medicine

OUR STUDENTS, OUR STRENGTHS

NEXT STEPS

May	Leads collaborate to address synergies/overlap
June	Leads present implementation plans, budget (if applicable), and timelines at Departmental Council
Jun/Jul	Leads collaborate to integrate Implementation Plans
August	Preparation of integrated Strategic Plan for 2016-2017

Important Dates

May/June

May 13

June 17

TBA

Nov 23

Individual Meetings with Faculty

Celebrate End of Year at TGIF!

Departmental Council

Summer BBQ

Departmental RETREAT

BHSC Health and Society Program Update

We have just completed another successful Winter semester and are preparing for Convocation. We are also in the midst of offering placements of the next cohort of HSOC students to enter the program September 2016.

Student summer research

Many of our students will be undertaking summer research projects and we extend our gratitude to all CHS faculty who have opened up opportunities for HSOC students within their research teams. Many of our students were successful in securing funding for their summer research from a variety of sources, including PURE, Markin and O'Brien studentships. Thank you all for your continued support and research engagement with our students.

Honours thesis and practicum projects

Any CHS Faculty who have potential honours thesis projects are asked to please forward a brief description to Fabiola Aparicio-Ting (feaparic@ucalgary.ca) or contact her if you are interested in further details. Many of our students are already seeking our supervisors for the next academic year so this is a great time to connect with a bright and keen student.

Faculty who may have a third year practicum project and are willing to supervise an HSOC student in this capacity, please contact Gavin McCormack (Gavin.McCormack@ucalgary.ca) for further details,

Actively seeking educational contributions

We are now in the midst of planning for the upcoming academic year and are grateful for Brenda Hemmelgarn's support in ensuring that teaching in the BHSc program remains strong. As always, we welcome faculty interested in making an educational contribution to the BHSc program, through participating in an existing course, co-instructing a course, or even creating a new course within the HSOC curriculum.

We are still actively seeking one or two additional co-instructors for HSOC 311-Health Systems for the Winter 2017 offering. The content for this course is well established, thanks to the efforts of Dr Mellissa Potestio over many years, and sharing the load between co-instructors will make this course easy to manage in terms of time and effort. Please contact Fabiola Aparicio-Ting if you are interested in further details.

A senior level undergraduate course is currently being designed that will focus on the social determinants of inequities and build on the themes explored in HSOC 301 - Social Determinants of Health (taught by Lindsay McLaren). This course will be piloted in the Winter 2017 semester and (hopefully) have an official listing in the 2017-2018 Academic Calendar.

- 1) **Graduate Education Working Group Committees.** A special thank you to all CHS Faculty who agreed to serve for 2 years on our Graduate Education Committees: (i) Scholarships Review, (ii) Admissions Application Review, and (iii) Neutral Chairs. Your support and commitment in time and expertise ensures we continue delivering the highest quality in graduate education.
- 2) **Admissions Applications 2016.** Over 80 applied to our Graduate Program this year, with 56 moving forward for review; 4 Master of Disability & Community Studies (MDCS), 33 MSc, and 19 PhD. All reviews have been completed and applicants ranked. Recommendations for offers to admission will be made by mid-April.
- 3) **Forms.** There is a new form for “Change of Supervisor”, and revised forms for “Appointment of Graduate Supervisor/Co-Supervisor” and “Recommendation for Supervisory Privileges.” There are specific guidelines in place for requesting a change in supervision, and the request must now be approved by a Faculty of Graduate Studies Associate Dean.
- 4) **Graduate Student Funding Applications.** Effective immediately, the Dean of Graduate Studies (FGS), **Dr. Lisa Young**, and Associate Dean of Graduate Science Education (CSM), **Dr. Tara Beattie**, will sign off on all external graduate student funding applications, including research training and grant funding applications. The FGS Dean will sign off where the applicant is a graduate student for all faculties and the *CSM Associate Dean will sign off where the applicant is a graduate student on the Foothills Campus.*
- 5) **UCalgary email accounts.** Please remind your students that it is their responsibility to check their UCalgary email accounts on a regular basis, for important messages from the university about their program that could affect their registration. Please visit <http://grad.ucalgary.ca/node/3894> for further details, or share the attached poster.

6) Writing Letters for International Students Who Want to Work Full-Time Off-Campus. All international graduate students, including course based students, are registered full-time all year long, and as such are limited to working no more than 20hrs/week off-campus throughout the year, even during the period between May and August. Providing a student with a letter indicating that they are on a “scheduled break” or in a “mandatory internship” means you are unintentionally providing the student with a fraudulent document to allow them to work illegally. This would have tremendously negative impacts on the student’s future in Canada and on the University of Calgary. Please always check with **International Student Services** (international.advice@ucalgary.ca) if you are unsure whether or not you should be writing a letter for international students. For information on international student work regulations, <http://www.ucalgary.ca/iss/immigration/working-in-canada>. **Brianna (Bree) Huene** is our International Student Specialist, Immigration.

7) Congress 2016 of the Humanities and Social Sciences. This annual congress is the convergence of approximately 70 scholarly associations; it brings together academics, researchers, policy-makers, and practitioners to share findings, refine ideas, and build partnerships aimed at shaping the Canada of tomorrow. This year the Congress is being hosted by the University of Calgary in Calgary, Alberta from **May 28 to June 3**. The theme for this year’s Congress is “*Energizing communities.*” Assistants are needed for registration, event support, association liaison, and even for blogging and tweeting. Please encourage your students to attend, work, or volunteer for the event. For more information: <http://congress2016.ca/about>.

8) Annual Progress Report (APR) – open May 1st. The APR is an electronic, work flowed system that allows thesis-based students, supervisors, and GPDs to complete their annual progress report online. It is an important part of graduate education and a key tool to tracking student progress and identifying issues. The APR supports FGS’ goals of retaining talented graduate students, improving time to completion rates, identifying students who are struggling, and collecting and using a variety of data to support, assess, evaluate and improve teaching and graduate supervision effectiveness. All students and supervisors are urged to complete the APR as soon as possible.

Guidelines for Requesting to Change Supervisor

1. If a student is unwilling to accept the supervision provided, or wishes to switch topics from that which was originally indicated at time of admission, the graduate program and the Faculty of Graduate Studies are not required to agree to alternative supervisory arrangements that cannot be accommodated.
2. It is expected that, once a supervisor has been appointed, a student will maintain the same supervision.
3. Any changes to supervisory arrangements must be approved by the Faculty of Graduate Studies.
4. The Faculty of Graduate Studies will normally approve a mutually agreed request for changes in supervision, with provision of documentation demonstrating that:
 - a. Student and supervisor agree that a change in supervision is in the student's best interest
 - b. Student and supervisor agree on the termination of financial commitments, if relevant
 - c. Student and supervisor agree that there are no unresolved intellectual property or authorship issues, and provide documentation of agreements resolving any such issues, if relevant
 - d. Student and Graduate Program Director have made satisfactory alternative supervisory arrangements

Guidelines for Requesting to Change Supervisor

5. The Faculty of Graduate Studies will consider, and may approve, a student's request for unilateral change of supervision. Such requests should normally be made within the first 12 months of a Master's program or prior to candidacy in a doctoral program. Requests made later in the student's program will only be approved in exceptional circumstances. Requests for unilateral change in supervision must be supported by:

- a. A clearly articulated reason for the decision to change supervisors (may be provided on a confidential basis)
- b. Acknowledgement of forfeit of financial support offered by original supervisor and documentation of alternative financial support, if relevant
- c. Full disclosure of all intellectual property or authorship issues
- d. Details of alternative supervisory arrangements (in cooperation with the Graduate Program Director)

If the request is approved, the program may require that the student take additional coursework or preparation, including re-take of relevant elements of candidacy, if necessary for taking on a new project.

NOT CHECKING YOUR UCALGARY EMAIL ACCOUNT?



You are missing critical program information.

NOT USING YOUR ACCOUNT MEANS:

- Lost scholarship opportunities
- Missed funding offers
- Missed deadlines
- Suspension of registration
- Delayed graduation
- Missing your convocation ceremony
- Defaulting on tuition payments
- Special Faculty offers and opportunities

YOUR RESPONSIBILITY

In accordance to the University's Electronic Communications Policy, all official correspondence will only be sent to your ucalgary email account. As a registered student, it is your responsibility to check your email consistently for important notifications.

TROUBLE LOGGING IN?

To contact IT for support or to get your password reset, go to:

ucalgary.ca/it/home/getting-started-students



UNIVERSITY OF CALGARY
FACULTY OF GRADUATE STUDIES

LOG IN TODAY

Public Health & Preventive Medicine
Report provided by Dr Jason Cabaj

Intake: PHPM was successful in filling all three allocated positions in the Canadian Residency Matching Service (CaRMS) process. With one resident completing training in June 2016, there will be 16 residents enrolled in the 2016-17.

2016-April-08: Community Rehabilitation and Disability Studies

Beth Parrott (Undergraduate Program Director) provided the following report:

The Community Rehabilitation and Disability Studies Undergraduate Program is finishing up a busy winter term with 14 undergraduate courses being offered.

Summer Institute on Inclusive Education will again be offered in July as it has for over 20 years. Six courses will be offered over the three week period.

CRDS and the O'Brien Institute are co-hosting the Dr. Jean Pettifor Distinguished lecture Series: Ethics as a Form of Re-engagement with Conceptions of Disability will take place May 27th. Details to follow.

The Bachelor of Community Rehabilitation program received approval for the hiring of two Instructor positions, one starting January 2017 and one starting July 2017. Recruitment for the positions is underway.

Admissions for Fall 2016 are underway. We have had 254 applicants (first and second choice), 151 (first choice). We have admitted 52 students to the BCR program to date (17 – High School, 10 Change of Program, 25 transfer students).

The University of Calgary Biostatistics Centre continues to develop and evolve. We have now been meeting regularly as a group for more than a year now and have met with many of the key stakeholders and groups across campus including many of the Deans of the various health related faculties. The next major milestone is the development of an interdepartmental (and inter-faculty) graduate program in biostatistics. This will build on the strengths of the existing programs in the departments of CHS, Math and Stats and the Faculty of Veterinary Medicine. This proposal is still in development but has the support of Dr. Lisa Young. Implications for students in CHS have been discussed with the GEC and will continue throughout the process.

The other important update is that we are pleased to announce our second biostats workshop in partnership with the Department of Math and Stats, the Pacific Institute for Mathematical Sciences (PIMS), Canadian Statistical Sciences Institute (CANSSI) and the O'Brien Institute for Public Health. the workshop titled **"Introduction to Causal Inference: Philosophy, Framework and Key Methods"** will be held on June 8 and will feature Dr. Erica Moodie from McGill University. Erica is an excellent speaker and expositor. Causal inference is emerging as an important field of study and is being used by many epidemiologists and biostatisticians world-wide. We invite all that are interested to register for this fantastic workshop. Details regarding registration will be announced soon through the OIPH.