

Department Council Meeting

February 19, 2016

Department Head Report
Dr. Brenda Hemmelgarn



UNIVERSITY OF
CALGARY

Employee Recognition Department Council Meeting Community Health Sciences

Feb 19, 2016

Jamieson Dunlop - Human Resources

Iryna Leonova - Human Resources

- Employee Recognition Strategy 2 mins
- Impact of Recognition 1 mins
- U Matter, eNotes, Tools & Resources 2 mins
- How Can Science Help? 7 mins
- Questions 3 mins

GOAL #1

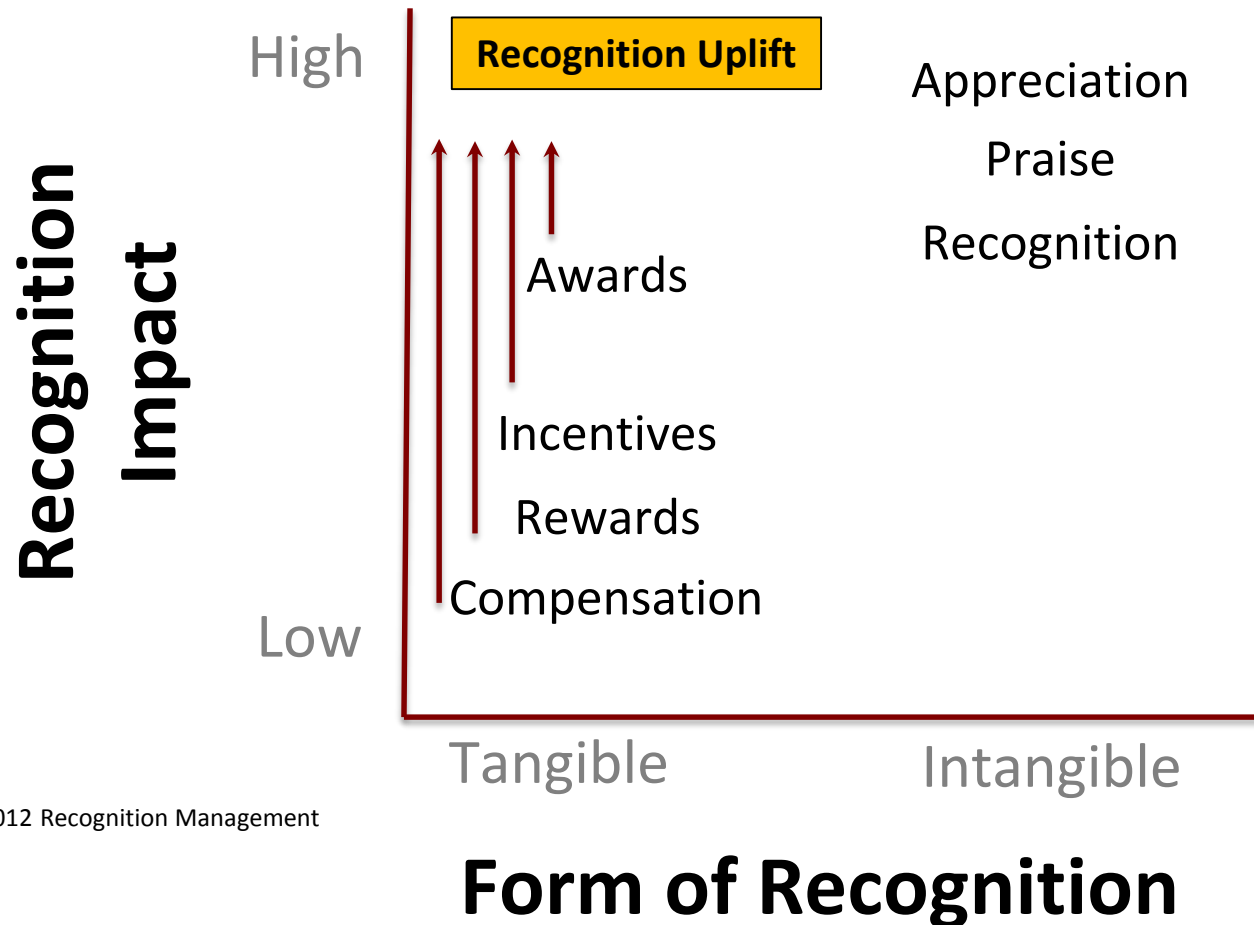
Promote and enhance a strong culture of recognition within the University Community at all levels.

GOAL #2

Create, maintain and enable a coherent set of formal and informal recognition practices and guidelines which support the University's strategic plan.

GOAL #3

Improve University wide awareness of recognition opportunities.





It's Simple!

Send a personal eNote | Give a recognition card

Recognition that Matters



[HOME](#) [LONG SERVICE PROGRAM](#) [U MAKE A DIFFERENCE AWARDS](#) [CONTACT US](#)

Recognition in Action

- eNotes
- Print Cards
- Why Recognize
- Recognition Strategy
- Guidelines, Policies and Regulations
- News Articles

Quick Links

- Eyes High
- Order of the UoC
- President's Award
- Taylor Institute Teaching Awards
- Teaching Excellence Awards
- The Arch Awards

UMatter

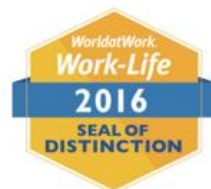
ANNOUNCEMENTS

The **My eNotes, My University** winning phrase will be featured in the 2016 circulation of eNotes. Unveiling of the new eNote featuring the winning slogan will occur in March 2016.

The [University of Calgary Teaching Awards program](#) recognizes and celebrates outstanding contributions to student learning by our faculty, staff, and graduate students. Their dedication supports our Eyes High commitment to enriching the quality and breadth of student learning at the University of Calgary. The awards are comprised of 11 categories, recognizing the diverse ways we create deep and lasting learning experiences.

Good News to Share!

The University of Calgary has been presented with two highly respected workplace recognition awards for the second year running: the **WorldatWork Alliance for WorkLife Progress (AWLP) Seal of Distinction**, and **Alberta's Top Employers for 2016**.



Employees are encouraged to share the good news announced on

GET STARTED
WITH
RECOGNITION

REWARD
RESULTS

CAREER
MILESTONES

U MAKE A
DIFFERENCE

ENCOURAGE
EFFORT

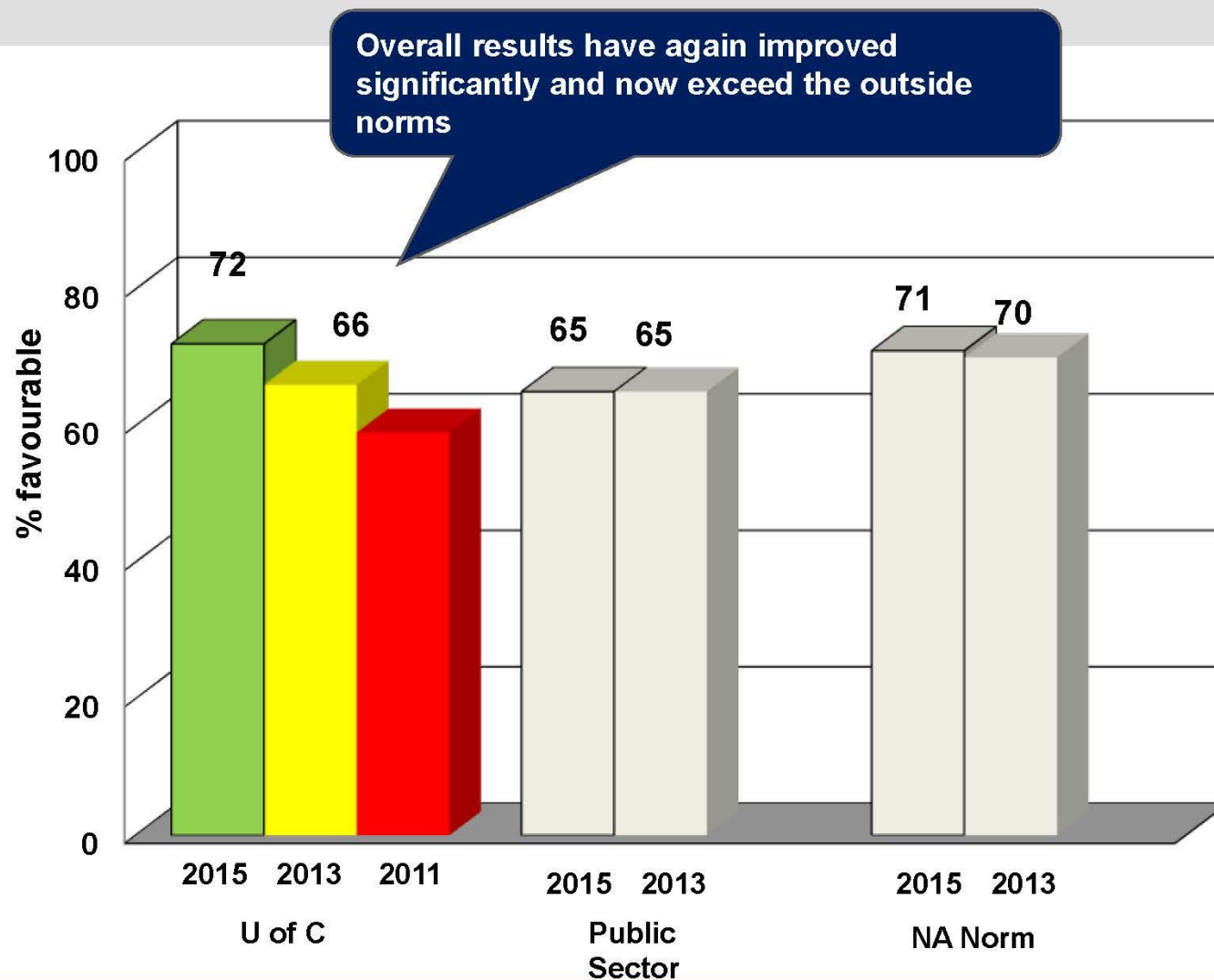
BECOME A
CHAMPION

I WANT TO...

- Get started with tools & resources
- Send an eNote
- Celebrate a career milestone
- Reward results
- Prepare speaking notes



Overall Engagement



Positive Improvements. Sit back and relax?



SCHOOL/FACULTY	Continuing Education	Cumming S of Medicine	F of Arts	F of Environmental Design	F of Graduate Studies	F of Kinesiology	F of Law	F of Nursing	F of Science	F of Social Work	F of Veterinary Medicine	Haskayne S of Business	Libraries & Cultural Resources	Office of the Provost	Qatar	S of Public Policy	Schulich S of Engineering	Student & Enr. Svcs & Women's Rsc Ctr	Taylor Institute of Teaching & learning	Werklund S of Education
Engagement	<p>Access survey results by visiting: http://www.ucalgary.ca/hr/</p> <p>Reports available include:</p> <ol style="list-style-type: none"> Executive Leadership Team portfolios Faculty and business units Staff Groups (academic, AUPE, MaPS, SLT) 																			
Enablement																				
Supervision																				
Faculty/ Institute/ Administrative Unit																				
Clear & Promising Direction																				
Confidence in Leadership																				
Image & Reputation																				
University Governance																				
Learning & Research Focus																				
Development Opportunities																				
<i>Respect & Recognition</i>																				
Equity & Diversity																				
Pay & Benefits																				
Performance & Work Demands																				
Authority & Empowerment																				
Resources																				
Collaboration																				

SCALE	Meaning	SCALE	Meaning	SCALE	Meaning	SCALE	Meaning	SCALE	Meaning
0-54	Address Your Challenges	55-64	Focus on Improvements	65-74	Leverage Your Strengths	75-84	Celebrate Your Success	85+	Model Your Strengths

2015 Employee Engagement Survey – Percentile Table

SCHOOL/FACULTY	Min	5th	10th	15th	20th	25th	30th	35th	40th	45th	50th	55th	60th	65th	70th	75th	80th	85th	90th	95th
Engagement	<p>Access survey results by visiting: http://www.ucalgary.ca/hr/</p> <p>Reports available include:</p> <ul style="list-style-type: none"> a. Executive Leadership Team portfolios b. Faculty and business units c. Staff Groups (academic, AUPE, MaPS, SLT) 																			
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0-54	Address Your Challenges	55-64	Focus on Improvements	65-74	Leverage Your Strengths	75-84	Celebrate Your Success	85+	Model Your Strengths

What if we asked leaders the following questions?

Q: As a leader at the University, how do we feel knowing the following...

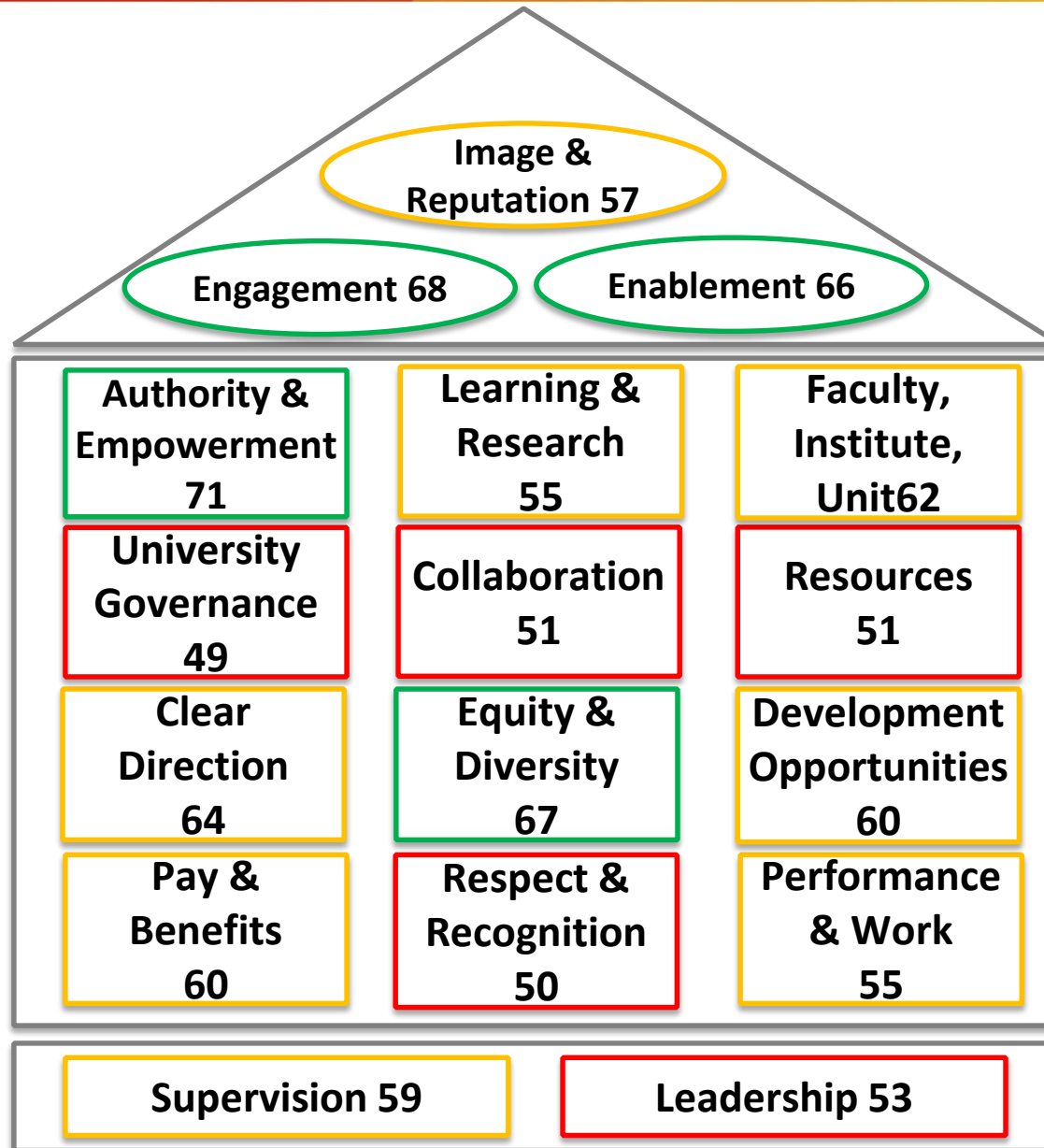
1. Over 55% of our Academics don't wish to comment on, don't have time to comment on, or don't believe their opinions will lead to change
2. < 1 in 2 (49%) of your team believes the University makes an effort to collect their ideas and opinions
3. 1 in 2 members (51%) of your team believe the University's consultation processes allow them to adequately express their views

Engagement Driver Correlation

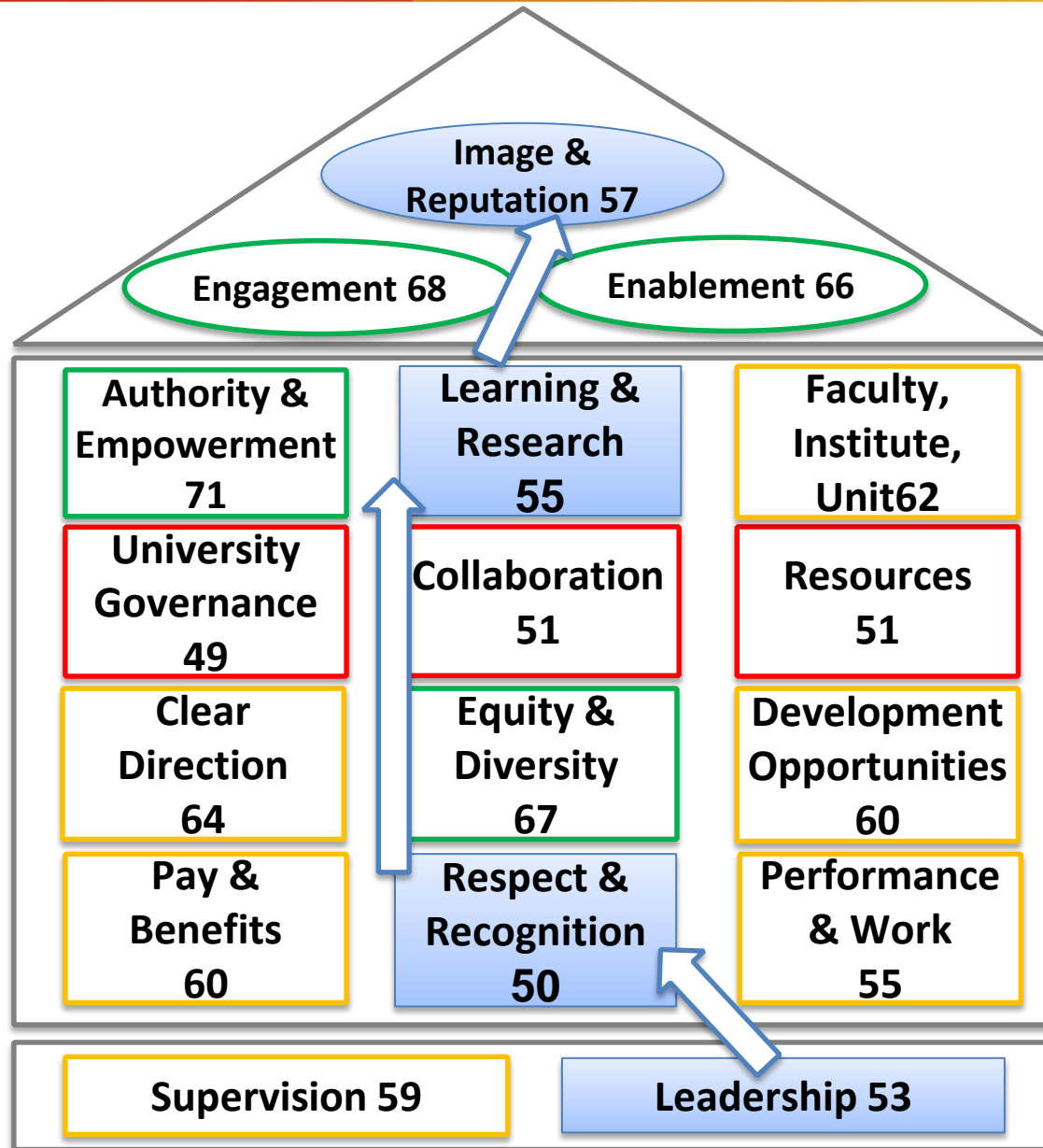
2015 Engagement Survey - DRIVER CORRELATION		
	Faculties/Schools	Staff
	Respect & Recognition	
Engagement	0.79	0.87
Enablement	0.65	0.69
Supervision	0.58	0.81
Faculty/ Institute/ Administrative Unit	0.75	0.76
Clear & Promising Direction	0.77	0.49
Confidence in Leadership	0.88	0.71
Image & Reputation	0.84	0.84
University Governance	0.34	0.80
Learning & Research Focus	0.86	0.80
Development Opportunities	0.83	0.96
Equity & Diversity	0.61	0.66
Pay & Benefits	0.61	0.68
Performance & Work Demands	0.65	0.90
Authority & Empowerment	0.76	0.76
Resources	0.55	0.65
Collaboration	0.72	0.88

Value	Relationship
<0.2	Very low correlation
<0.5	Low correlation
<0.7	Average correlation
<0.9	High correlation
<1	Very high correlation
1	Perfect correlation

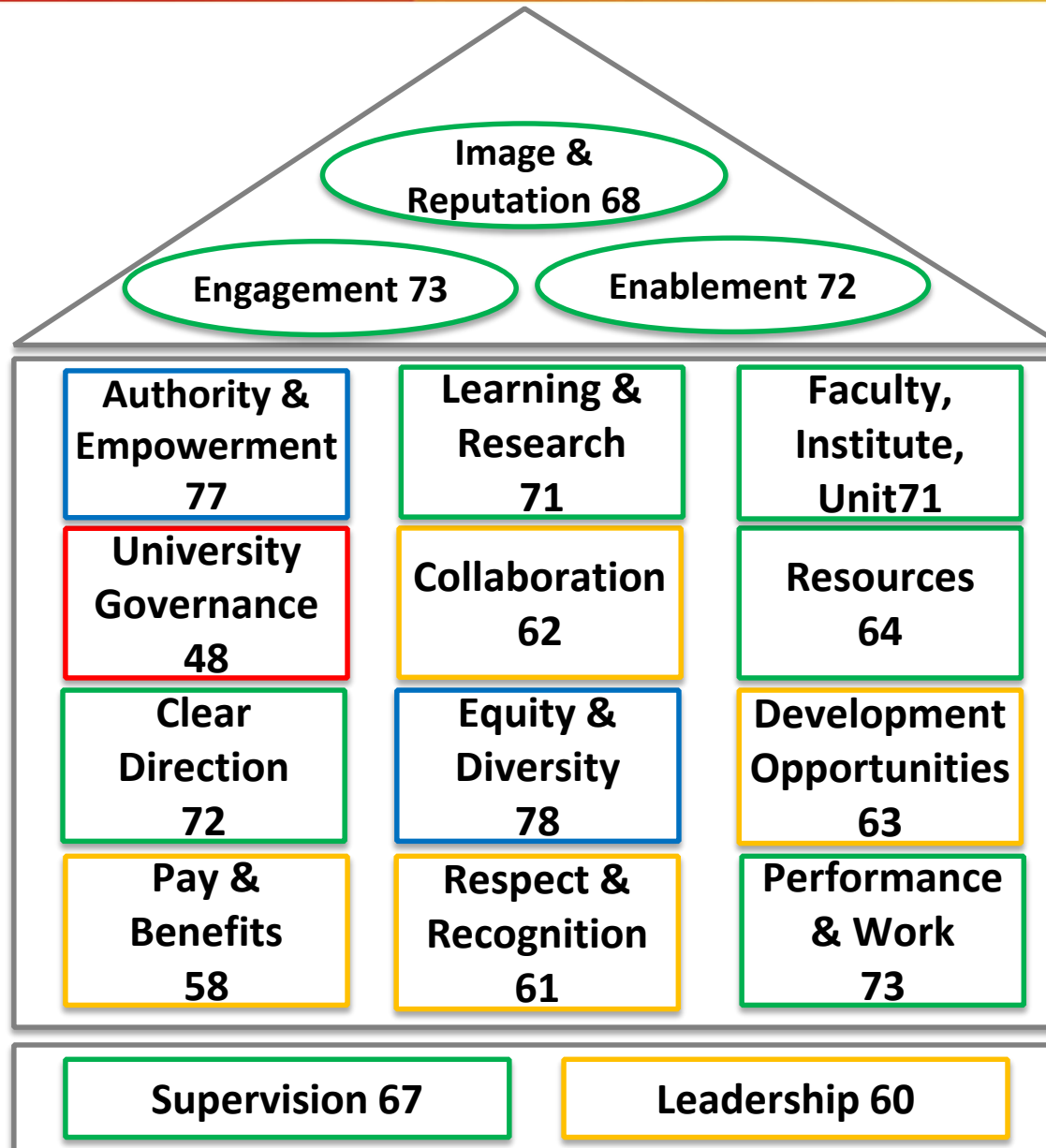
Academic Engagement Pathway



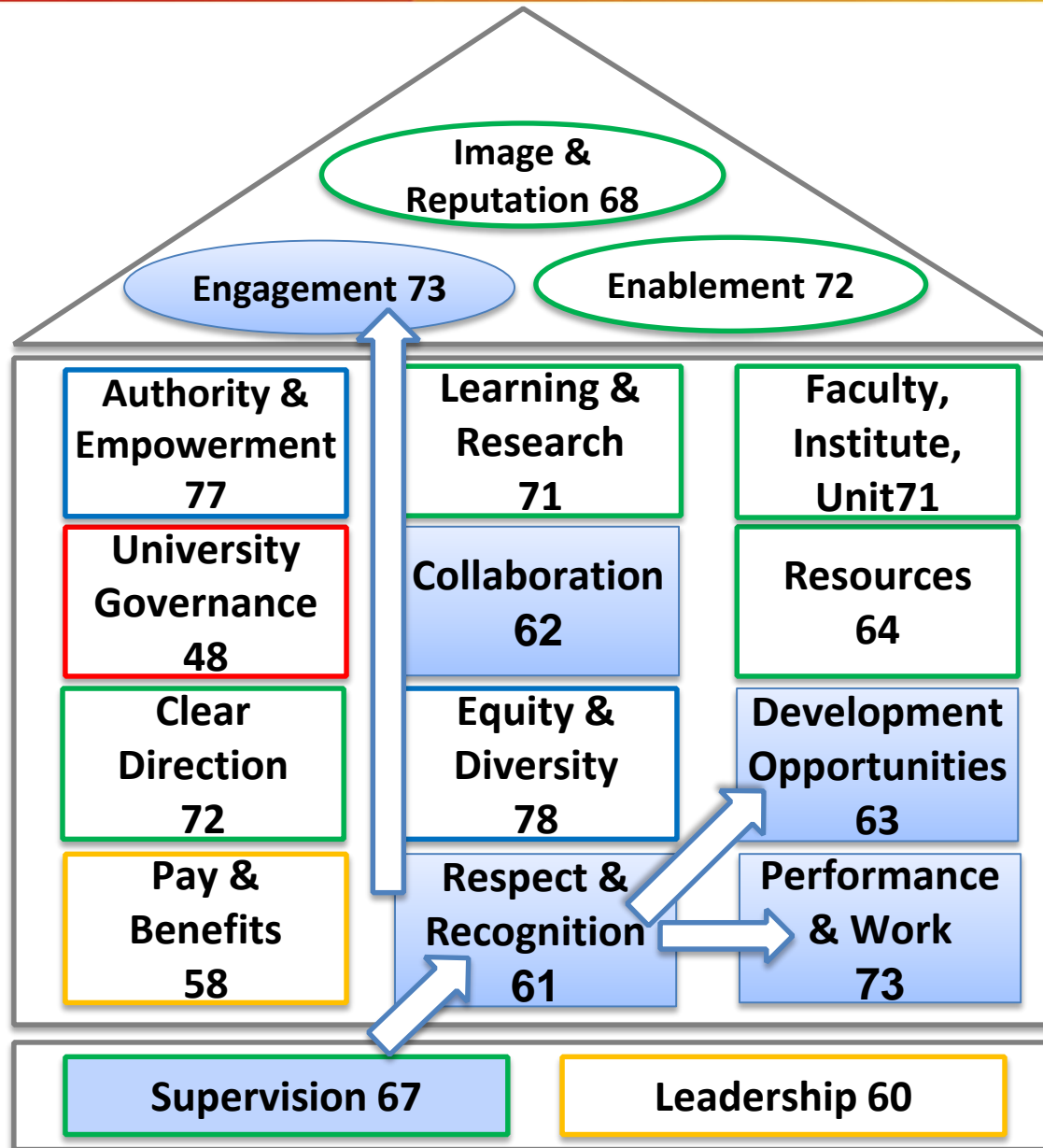
Academic Engagement Pathway



Staff Engagement Pathway



Staff Engagement Pathway





Top Work Unit Awards

Other? **University Research Awards**

Best Places to Work Awards

Questions?



COMMUNITY HEALTH SCIENCES | Cumming School of Medicine

OUR STUDENTS, OUR STRENGTHS

SURVEY RESULTS & DEPARTMENTAL RETREAT REPORT

FEBRUARY, 2016



Welcome: New Primary Appointments



Dr. Rebecca Saah
Assistant Professor

January 1, 2016



Dr. Eldon Spackman
Assistant Professor

December 21, 2015



Dr. Pierre-Gerlier Forest
Professor
Director, School of Public Policy
March 1, 2016

Welcome: New Support Staff



Kristina Wheeler

**Joined the Department on
January 1.**

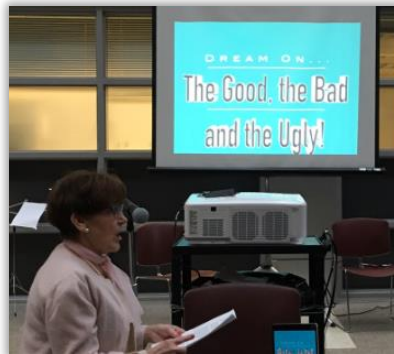
**Supporting Drs. Eldon Spackman
and Colin Josephson.**



Drs. Billie Thurston and Lynn McIntyre Retirement Celebration

Celebrating a long and successful academic career!

114 RSVPs were received for the February 18 event.



Community Rehabilitation and Disability Studies (CRDS)

- 2 Instructor positions

Cumming School of Medicine

- 25 Assistant Professor positions

Promotions



Dr. Fiona Clement
Associate Professor



Dr. Gavin R. McCormack
Associate Professor



Dr. Frank W. Stahnisch
Professor

Promotions



Dr. Bonnie Lashewicz
Associate Professor

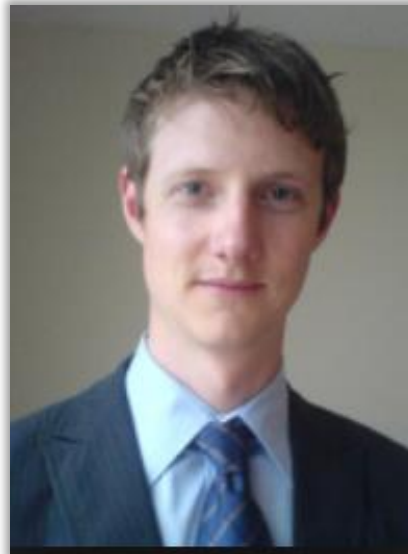


Dr. Elizabeth Oddone Paolucci
Associate Professor

Promotions



Dr. Cheryl C. M. Barnabe
Associate Professor



Dr. Matthew James
Associate Professor



Dr. Eddy S. Lang
Professor

Promotions



Dr. Tamara M. Pringsheim
Associate Professor

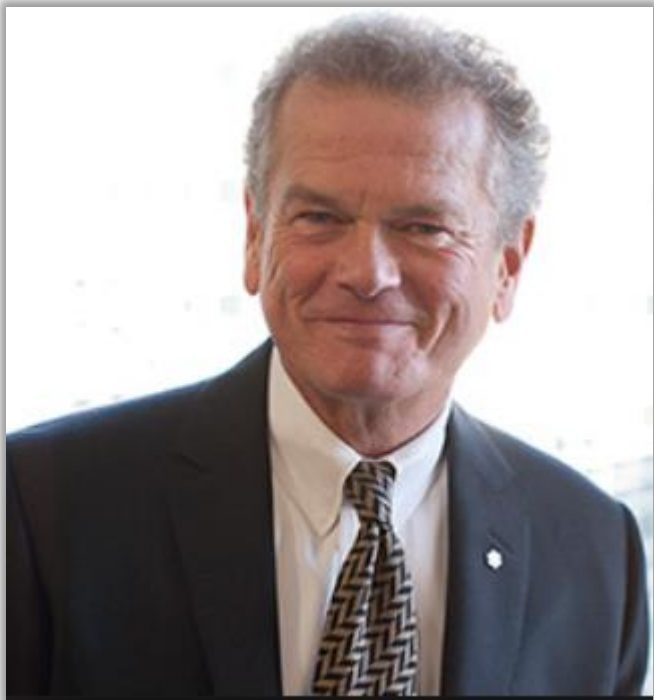


Dr. Sachin R. Pendharkar
Associate Professor



Dr. Robert R. Quinn
Associate Professor

Congratulations!



Congratulations to Dr. Tom Noseworthy who is the 2016 recipient of the Dr. Jill M. Sanders Award of Excellence in Health Technology Assessment!

Congratulations!



Congratulations to Drs. William Ghali and Michael Hill who are two of six faculty members to receive the Citation Award. This award honours faculty members who have accumulated more than 10,000 citations over the course of their career. Less than 0.1 per cent of researchers will accumulate 10,000 citations.

Congratulations!



Jennifer Yamamoto is the recipient of the Dr. Lynn McIntyre Book Award. She was selected from among the 2015 cohort of graduate students, based on academic merit.

We congratulate Jennifer for completing 3 courses in her first term of study and maintaining the highest GPA (4.00).

Congratulations Fartoon Siad!
TOP 30 UNDER 30 Youth from Alberta and the
Global South who are making a difference in
the world.



Congratulations!

2015 SPOR Graduate Studentships in Patient Oriented Research



Chelsia A. Gillis



Marta Shaw



Kyle A. Kemp



Stephanie Garies



CIHR IRSC



Canadian Institutes of Health Research
Instituts de recherche en santé du Canada



AIHS Graduate Studentships 2016

30 Students Registered + **21** faculty/peer reviewers

Databank with recent successful applications available

Tips & Tricks Workshop: February 26 at 2:00 pm (HS Theatre 4)

Facilitator: Hude Quan

Panel: Deborah Marshal, Brenda Hemmelgarn,
Ann Toohey, Erin Hetherington

Peer Reviewers:

Dave Campbell
Fartoon Siad
Karen Tang
Sarah Lynn Lacny
Robin Walker
Jenine Leal
Khara Marissa Sauro
Ann Madeline Toohey
Helen Tam-Tham
Kelsey Lucyk
Erin Hetherington
Zaheed Damani

Faculty Reviewers:

Fiona Clement
Eldon Spackman
Jason Cabaj
Khokan Sikdar
Glen Hazlewood
Andrew McRae
Pamela Roach
Bijoy Menon
Rebecca Saah

THANK YOU!

Reforms of Open Programs and peer review

About the reforms

[Design](#)

[Peer review process](#)

[Transition plan](#)

[Foundation Grant live pilots](#)

[Project Grant live pilots](#)

[Pilots and quality assurance studies](#)

News

Publications

[Questions & answers](#)

Contact us

The New Open Suite of Programs and Peer Review Process – Project Scheme

Overview and Objectives

The Project Scheme is designed by the Canadian Institutes of Health research (CIHR) to capture ideas with the greatest potential to advance health-related knowledge, health research, health care, health systems, and/or health outcomes. It supports projects with a specific purpose and a defined endpoint. The best ideas may stem from new, incremental, innovative, and/or high-risk lines of inquiry or knowledge translation approaches. The Project Scheme is expected to:

- Support a diverse portfolio of health-related research and knowledge translation projects at any stage, from discovery to application, including commercialization;
- Promote relevant collaborations across disciplines, professions, and sectors;
- Contribute to the creation and use of health-related knowledge.

The Project Scheme will be supported by a two-stage competition and application-focused review process. Stage 1 focuses on assessing a project's concept and feasibility, which is founded on selecting projects with a sound and important idea supported by a feasible plan of execution. Stage 2 focuses on the selection of applications close to the funding cut-off, also known as "grey zone" applications.

Grant Value and Duration

Project grant values and durations will be commensurate with the requirements of the project proposed, and will vary depending on the field, proposed approach, and scope of activities. There is currently no cap on Project Scheme grants. CIHR anticipates that Project grants will reflect the wide variety of projects presently funded in various Open programs with values ranging from approximately \$50,000 to \$750,000 per year and grant durations ranging between approximately 1 to 5 years.

Other format

[PDF version](#)
(146 KB)

New Ethics Sign-Off Form



Conjoint Health Research Ethics Board (CHREB)
Research Services, University of Calgary
3rd Floor, MacKimmie Library Tower (MLT 300)
2500 University Drive N.W. Calgary, AB T2N 1N4
chreb@ucalgary.ca | (403) 220-7990

Department Approval Form

For research undertaken by University of Calgary faculty, staff or students, or using University of Calgary resources, approval must be obtained from the Principal Investigator's Department Head. Complete and upload this form in the Document section 'Other Documents' at the end of the application.



Study Title and/or Ethics ID:	
Principal Investigator (PI) Name:	

By signing this document, the Department Approver certifies that:

- They are aware of the proposal and support its submission for REB review
- The application is considered to be feasible and appropriate
- Internal (Departmental) requirements have been met
- The Researcher is qualified and has the experience and expertise to conduct this research
- The Researcher has sufficient space and resources to conduct this research

Department Head Name:	
Signature:	
Date:	

Website

Connecting Specializations with Faculty

Why Community Health Sciences? Collapsing Field Page

Biostatistics



Biostatistics is the application of statistics to biological or medical data. The science of biostatistics includes the design of biological experiments, the collection, summarization, and analysis of data from those experiments; and the interpretation of, and inference from, the results. Biostatistics in the public health context interfaces closely with epidemiology in the assessment of the overall health and well being of a population through such measures as birth, death, and infant death rates; disease incidence and prevalence; and trends of this data over time.

▼ Faculty

- Tolu Bajobi (Specialization Chair)
- Guanmin Chen
- Gordon Flick
- Gerald Giesbrecht
- Haosheng Li
- Alberto Nette-Aguirre
- Luz Palacios-Derflinger
- Tyler Williamson
- Warren Wilson

Community Rehabilitation and Disability Studies



Community Rehabilitation and Disability Studies (CRDS) employs the social justice framework to examine the intersection between community and disability, chronic illness, and other marginalizing conditions within a social justice framework. The goal is to generate and influence research theory, leadership, capacity, innovation, policy, and partnerships that advance knowledge, policy and practice. Our graduate programs attract professionals across disciplines and sectors, as well as student pursuing an academic career.

▼ Faculty

- Katrina Milaney (Specialization Chair)
- Denise Buchner
- Cheryl Crocker
- Anne Hughson
- Bonnie Lashewitz
- Beth Parrott
- Gregor Wolbring

Epidemiology



Epidemiology is the study of the distribution of diseases in populations and of factors that influence the occurrence of disease. Epidemiology examines epidemic (excess) and endemic (always present) diseases; it is based on the observation that most diseases do not occur randomly, but are related to environmental and personal characteristics that vary by place, time, and subgroup of the population.

▼ Faculty

- Tanis Fenton (Specialization Chair)
- Herman Barkema
- Andrew Bulloch
- Deborah Dewey
- James Dickinson



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STAY CONNECTED




Quick Links

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

Tanya Beran

Professor, Full Time Faculty

 +1 (403) 220-5667

 [Teaching Research & Wellness 3D14C](#)

 tnaberan@ucalgary.ca

Profile

Dr. Beran has two primary programs of research. The first is the application of robotics to pediatric pain management. Human-robot interaction is a medium that has the potential to transform the way pediatric care is being delivered. Our research goal is to examine the integration of interactive robots in four aspects of pediatric care including pain coach, educator, companion, and care coordination. The second research area is how healthcare professionals make decisions within team environments. Our research team has published several empirical studies of how students in the health professions do conform to inaccurate information. We continue to examine how this behavior affects medical errors and patient care.

She has taught Research Design and Statistics courses as well as many courses in psychology.

She will not be able to accept students at the MSc or PhD level for 2016-17.



Curriculum Vitae

 [tanya-beran-.pdf](#)

Engagement Committee

Committee Chair: Jesse Hendrikse (Instructor)

Members:

- Chelsea Doktorchik (CHSSE)
- Charlene Fouqueray (AUPE)
- Jocelyn Lockyer (Professor)
- Heather McIntosh (CSM Partnerships & Engagement)
- Mariko Roe (OIPH)
- Leda Stawnychko (MaPS)
- Billie Thurston (Adjunct)

Thank you for helping us Make a Difference!

Important Dates

April 8

Departmental Council

May/June

Individual Meetings with Faculty

June 17

Departmental Council



Stay Tuned for
our Summer
BBQ!





UNIVERSITY OF
CALGARY

FACULTY OF GRADUATE STUDIES

Renewal of Supervisory Privileges

Dave Hansen, Assistant Dean, Supervisory Development

- Dean of Faculty of Graduate Studies grants Supervisory privileges
- For new to UCalgary Supervisors, requires attendance at onboarding workshop
- In past, supervisory privileges granted for length of time at UCalgary, unless revoked.
- New policies, now approved at all levels, include five year renewal of supervisory privileges.

Five year renewal of Supervisory Privileges

1. Provide opportunity for Supervisors to reflect on their supervisory practices
2. Have a discussion with GPD on supervision that may include strengths, as well as advice on areas to improve and resources available
3. Identification and support of supervisors who could benefit from increased assistance

Five year renewal of Supervisory Privileges

1. FGS provides list of supervisors up for renewal -- provides all forms and information sheets
2. Program sends forms and information to supervisors, including deadlines
3. Supervisor completes form 1 and sends to GPD
4. GPD meets with supervisor to discuss supervisory record
5. In consultation with 'Administrative Delegate' (Dept. Head, Assoc. Dean), makes recommendation.
6. If recommend for renewal, send form to FGS (most)
7. If recommend for Formal Review, Dean of Home faculty reviews recommendation and determines if will initiate Formal Review

Form 1- Questions to be completed by Supervisor

- 1.** Please list and discuss any supervisory development activities you have undertaken in the past 5 years, if applicable:
- 2.** Please comment on outcomes (completions, withdrawals, etc.) for students in the past 5 years and your approach to graduate supervision:

Formal Review (rare)

- Can only be initiated by Dean of Home Faculty
- Administrative Delegate (Dept. Head, Associate Dean) will conduct review (may talk to current and former students, current and former GPDs, etc.)
- Has meeting with Supervisor
- Dean and Administrative Delegate make recommendation to Dean FGS
- Supervisor responds to recommendation before decision is made

Potential Outcomes of Formal Review

1. Renewal for 5 years
2. Conditions placed on supervision (e.g. # of students)
3. Supervisory Development Activities
4. No Renewal
5. Other

If not Renewal, will be reviewed yearly by Dean of FGS

Desired outcomes of process

1. Increase the quality of the graduate student experience
2. Increase the quality of the supervisor experience
3. Increase self-reflection of supervisory practices
4. Increased awareness of resources and training opportunities for supervisors
5. Identification and support of supervisors who could benefit from increased assistance