

**Internal Academic Review Committee**  
**Report on the Undergraduate Medical Education Program**

The internal academic review of the Undergraduate Medical Education Program has evolved in a unique way. The medical program is required to undergo an extensive and comprehensive accreditation process, part of which involves ongoing monitoring and evaluation. The most recent accreditation review occurred just before the undergraduate medical education program was scheduled for its IAR. When the IARC examined the accreditation process, it was determined that it was a more demanding and exhaustive process than what is normally expected from the site visit and subsequent report of external consultants who are assessing a unit as part of an IAR. In the circumstances, the IARC decided that an internal Review Team could effectively complete the IAR of the undergraduate medical education program.

The internal Review Team examined the Institutional Self-Study document prepared by the School of Medicine as well as the Survey Report produced by the accrediting authority. In general, the IAR Review Team found the undergraduate medical education program to be in very good health. They observed that the program is of high quality, meets professional standards and is well regarded by the students. Praise was offered for the proactive approach taken by the School of Medicine in recent years to enhance medical education, research and service to the community during a period of unprecedented change which has included hospital restructuring, increased enrolments, the introduction of the Alternative Funding Plan, and changes in organizational structure

and governance. The IARC concurs with the Review Team that the recommendations made in the report of the Survey Team during the accreditation process had been or were in the process of being addressed by the School of Medicine. The IARC was encouraged by this and expects continued monitoring of these issues to occur.

Major Recommendations:

1. **FACULTY COMPLEMENT:** The IAR Review Team raised the issue of the need for renewal in the faculty complement in the Basic Health Sciences Departments involved in the delivery of the undergraduate medical program. This matter has been addressed in the submission entitled “Common Themes Arising from the Reviews of the Basic Health Sciences Departments” that was prepared by the IARC. In that submission, the IARC noted that many of the Departments will have a number of retirements in the near future and are otherwise facing various challenges in connection with the hiring of new faculty, including issues of gender balance. The IARC has recommended that the Basic Health Sciences Departments work together to explore and exploit opportunities for collaborative strategies and solutions to the staffing challenges they are currently facing. Further, it was suggested that such collaboration could occur through the development of strategic hiring plans, the pooling of resources, or administrative mergers.
2. **ORGANIZATIONAL STRUCTURE AND GOVERNANCE:** The lack of clarity in the structure and governance of the School of Medicine within the organization of the Faculty of Health Sciences was expressly noted in all of the materials.

*The IARC recommends that the governance structure of the Faculty of Health Sciences and the School of Medicine be clarified and set out in a refined and up-dated organizational chart.*

Outcomes of the Review:

*The following response was submitted by the Dean of the Faculty of Health Sciences:*

Regarding Recommendation #1:

See IARC recommendations in “Common Themes Arising from the Reviews of the Basic Health Sciences Departments”.

Regarding Recommendation #2:

The structure and governance of the School of Medicine within the Faculty of Health Sciences was raised at the time of the last LCME accreditation. Since then, formal creation of the School of Medicine and its Director have clarified the situation.

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).