

To: Members of University Council
From: Thomas W. Wilson, Chair, College of Medicine Faculty Council
Date: May 11, 2012

As Chair, and with the strong support of Faculty Council, I urge University Council to reject the motions to approve the proposed structural changes to the College of Medicine.

Many individuals, Departments and Divisions have written lengthy and reasoned arguments against the proposed changes (available on our website <http://www.medicine.usask.ca/leadership/faculty-council/index.html>). The following is a summary of the feedback:

The Process:

- It is "top-down". Although Administration has trumpeted their widespread consultation in the form of Town Hall and other meetings, these have been mostly didactic lectures by administrators. Pointed questions have been sidestepped.
- The "urgency" is false. We will have a new Dean (and a new President) on July 1, 2012. One Decanal candidate wants to have input into any major structural change.

The Concept Paper:

- Changing our structure alone will not solve our problems. We must deal with Accreditation, Research Intensity and the Clinical Service interface as separate issues. We have the resources and will to do that.
- The three division model will lead to further problems: Clinician Teachers, Clinician Scientists and Basic Scientists will have competing claims to resources (including financial) and assignment of duties. Department Heads will not be able to assign teaching duties to Community Based faculty. If Community Based faculty cannot or will not accept teaching assignments, either students will suffer or University Faculty will be assigned. This will increase tension within our College and reduce our overall performance.
- The uncertainty about layoffs will reduce performance: Current faculty, faced with uncertain futures, will look actively for alternative employment. As was shown in previous decades, our faculty members are sought after by other Universities.

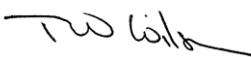
On May 9, 2012, I convened a Special Meeting of Faculty Council. Over 100 members of Council, students, staff and faculty attended. A motion was moved and seconded:

The College of Medicine Faculty Council requires replacing the current Concept Paper-Draft with one to be developed. The development process must be timely, transparent, and inclusive.

The written, secret ballot results:

Agree: 56 Disagree: 8 Abstain: 2

Respectfully,



T.W. Wilson, MD, MSc, FRCPC, FACP