



University of Toronto Quality Assurance Process (UTQAP) Cyclical Review: Final Assessment Report & Implementation Plan

Program(s):	Pathobiology, B.Sc., Hons.: Specialist Laboratory Medicine and Pathobiology, M.Sc., Ph.D.
Division/Unit:	Department of Laboratory Medicine and Pathobiology (LMP)
Commissioning Officer:	Dean, Faculty of Medicine
Reviewers (Name, Affiliation):	1. Dr. Victor A. Tron, Professor and Head, Pathology and Molecular Medicine, Queens University 2. Dr. Subrata Chakrabarti, Professor and Chair, Pathology, Western University 3. Dr. Jonathan Braun, Professor and Chair, Pathology and Laboratory Medicine, University of California Los Angeles
Date of review visit:	September 16 – 17, 2013
Date reported to AP&P:	October 28, 2014

1 Outcome

The Committee on Academic Policy and Programs requested a one-year follow-up report on the review of the Department of Laboratory Medicine and Pathobiology (LMP) from the Dean to outline steps taken to respond to changes in the Canadian Institutes of Health Research funding model.

2 Significant Program Strengths

- Well-structured and appropriate undergraduate and graduate programs
- One of the largest such graduate programs in Canada, which attracts outstanding students
- High calibre, internationally significant faculty research
- Very positive morale of faculty, students, and staff within the Department

3 Opportunities for Program Enhancement

The reviewers recommended that the following be considered:

- Growing enrolment in the undergraduate life sciences program
- Contributing to Undergraduate Medical Education curriculum revisions
- Encouraging further faculty engagement in management of the graduate program
- Finding ways to expand sources of funding for international graduate students
- Addressing funding pressures on researchers
- Continuing to strengthen relationships with hospitals

4 Implementation Plan

The Dean undertook in consultation with the Department to support the following changes:

- Immediate Term (6 months)
 - Contributing to Undergraduate Medical Education (UME) curriculum revisions
 - The Department will contribute to new UME course offerings.
 - The LMP Digital Laboratory Medicine Library will serve an important role in education innovation for health professionals.
 - Encouraging faculty engagement in the graduate program
 - The Department will assume greater leadership in translational research and graduate education.
 - Finding ways to expand sources of funding for international graduate students
 - The Chair will establish a committee to assess requests for bridge funding in support of graduate students.
 - Continuing to strengthen relationships with hospitals
 - The Department will work to strengthen integration of on- and off-campus contributors in program delivery.
 - The Department has established city-wide rounds and seminars and incorporated the use of videoconferencing.
 - The Chair will seek to remain updated on hospital-based issues involving members of the Department.
- Medium Term (1-2 years)
 - Encouraging faculty engagement in the graduate program
 - The Chair will lead a renewal of LMP's strategic plan, seeking opportunities for interdisciplinary research led by LMP faculty.
 - Addressing funding pressures on researchers
 - The Vice-Dean, Research, will work with Chairs to identify bridge funding for investigators and to strengthen grant application processes.
 - Continuing to strengthen relationships with hospitals
 - The Department will work with hospital partners to negotiate an academic alternative payment plan for LMP clinical faculty.
- Longer Term (3-5 years)
 - Finding ways to expand sources of funding for international graduate students
 - The Faculty will support University advocacy for the provision of basic income unit funding for international graduate students.

The Dean's Office will follow up annually with the Department to assess progress.

5 Executive Summary

The reviewers identified the programs' strengths as the structure and appropriateness of both the undergraduate and graduate programs. The graduate program, which attracts outstanding students, is one of the largest such programs in Canada. Other strengths include the high calibre, internationally significant faculty research; and the very positive morale of faculty, students, and staff within the Department. The reviewers recommended that the following issues be addressed: growing enrolment in the undergraduate life sciences program; contributing to Undergraduate Medical Education curriculum revisions; encouraging faculty engagement in the graduate program; seeking funding for international graduate students; addressing funding pressures on researchers; and continuing to strengthen relationships with hospitals. In response, the Department will assume greater leadership in translational research and graduate education. It will seek additional sources of funding for international graduate students and work to strengthen grant application processes. The Department will use multiple strategies to increase communication with and strengthen relationships with hospitals. The Committee on Academic Policy and Programs requested a one-year follow-up report on the review of the Department of Laboratory Medicine and Pathobiology from the Dean to outline steps taken to respond to changes in the Canadian Institutes of Health Research funding model.