

University of Toronto

Major Modification Proposal – Undergraduate (Combined Program)

This template should be used to bring forward proposals for graduate Combined programs for governance approval under the University of Toronto's Quality Assurance Process. It is designed to ensure that all evaluation criteria established by the Quality Council are addressed in bringing forward a proposal for a new program.

Section 1

Version Date:	April 11, 2011
Faculty (s) Academic Division (s):	Leslie Dan Faculty of Pharmacy
Faculty / Academic Division Contact:	Dean Henry Mann Lalitha Raman-Wilms, Interim Associate Dean, Professional Programs
Department (s) / Unit (s) where the program will be housed:	Leslie Dan Faculty of Pharmacy
Department / Unit Contact:	As above; tel: 416-978-0616 Email: l.raman.wilms.a@utoronto.ca
Program Proposed: <i>Please specify exactly what is being proposed Eg. A Combined program in</i>	A Combined BScPhm – (Post–bac) PharmD Program
Anticipated start date of new program:	September 2011

Section 2

1. Executive Summary

The Leslie Dan Faculty of Pharmacy is bringing forward a combined BScPhm/PharmD program option that is intended to meet the needs of a specific cohort of its students for a limited time.

The Faculty currently offers two professional programs: a four-year baccalaureate program (BScPhm) and a two-year post-baccalaureate Doctor of Pharmacy (Pharm.D.) program. The combined program option will allow students who are currently enrolled in the BScPhm program to also complete the requirements of the post-baccalaureate PharmD program and graduate with the dual credentials of BScPhm and (post-bac) PharmD. Graduates of this combined program will be better prepared to address the drug-related needs of Ontarians, and to adopt changes to the pharmacists' scope of practice that are now being implemented.

The proposed combined BScPhm/PharmD program will provide the mechanism for qualified students currently in years one through three of the BScPhm program to enter the (post-bac) PharmD program at the beginning of their fourth year, providing them the opportunity to gain advanced practice skills similar to those of graduates from the new enhanced professional curriculum, to be implemented in September 2011.

This combined program is being offered in response to demand from current BScPhm students who do not want to be left behind with the implementation of the new curriculum. The combined program has been developed in consultation with faculty from the PharmD program. All faculty had the opportunity to provide comments on the proposed program at a faculty meeting dedicated to this topic on March 10, 2011. The proposal has also been the subject of extended consultation with students in progress in the BSc program who are very supportive.

2. Program Rationale

Background

The admission requirements and curriculum for the Faculty's undergraduate professional degree program, have been significantly changed effective September 2011. Graduates of the new professional curriculum will not only be competent to provide direct patient care, but will also be experts in medication therapy management. They will be prepared to meet the new challenges and opportunities associated with the scope of practice changes in Pharmacy that are being implemented. Key changes to the new professional curriculum include enhanced and integrated pharmacotherapeutics courses, a series of medication therapy management courses, and an increase in both the amount and types of experiential education. A number of courses previously taught in the first year of the curriculum, such as organic chemistry and statistics, have been established as program prerequisites, freeing up space within the new program to accommodate these enhancements.

In contrast, the current four-year baccalaureate (BScPhm) program provides the required knowledge, skills and experience required to effectively work with patients to manage their medications, but does not include the expanded amount of pharmacotherapeutics and experiential education required to confidently and competently address patients' drug therapy problems and to be medication therapy experts.

The (post-bac) PharmD program that has been offered by the Faculty of Pharmacy to practising pharmacists

since 1992 is a two full-year post-baccalaureate program. Its goal is to prepare advanced practitioners with clinical practice skills. Graduates of this program can confidently and competently provide medication therapy management services.

Program Rationale

Students in the current BScPhm program will not have access to the new professional curriculum which will be implemented in September 2011. Instead, students in progress in the BScPhm program will be required to complete their degree under the pre 2011 curriculum. This is because the new curriculum has undergone significant changes in its entirety over its four years of curriculum, with enhancements in the biomedical, pharmaceutical and clinical sciences, as well as in experiential education.

The best route for students currently in progress to secure the required knowledge and skills to become advanced practitioners and to be medication therapy experts, prepared to address the evolving drug-related needs of Ontarians, is to complete a (post-bac) PharmD degree. Whereas, students would normally have the opportunity to apply to this program through the regular admissions process, the combined degree option will allow them to seamlessly transition from the baccalaureate program to the PharmD program.

The proposed combined program will enable students who are enrolled in the current BScPhm program to be eligible for admission into the existing (post-bac) PharmD program after completion of their third year. Interested students will be selected based on admissions criteria which will support their success within this program, which is normally only available to practising pharmacists. It is anticipated that the combined program will operate for a three to four year window. Once students in this cohort (in the classes of 1T2, 1T3, 1T4) have completed their program, the Faculty is committed to bringing forward a proposal to close this combined option. The (post-bac) PharmD program will continue to be available as an option to practicing pharmacists both during and following this interval.

3. Need and Demand

The proposed combined program is being brought forward in response to demand from students in the current BScPhm curriculum, who see themselves as being left behind with the implementation of a new enhanced pharmacy curriculum that better prepares graduates for future practice and makes them more competitive for clinically oriented pharmacy jobs.

This combined degree option is time limited to meet the needs of those students who are currently enrolled in years one to three of the BScPhm program. Thus it will serve to transition the last cohorts of students completing the BScPhm under the old curriculum. It is difficult to estimate the actual demand for this combined program at this time. We anticipate that demand in the first year may be more limited as students will only have become aware of the particulars of the combined degree program in May 2011, following approval by the Academic Policy and Programs Committee of Governing Council. In contrast, we anticipate that there will be a greater demand for this program in the subsequent two years (2012 and 2013) as a result of increased awareness of the desirability of the enhanced new professional curriculum.

It is proposed that the first students be allowed to apply to the combined program beginning in May 2011, with an anticipated start date of September 2011. The admission criteria are outlined in Section 4 under Admission Requirements. One of the admissions criteria is a minimum GPA of 3.3 in each year of the BScPhm program. Based on this admission criterion alone, there are potentially 85 students who meet this in the current third year class of 232. Of the 85 who qualify academically, it is anticipated that about 10% may not be interested in pursuing this combined degree. Additionally, when the other admissions criteria are applied, it is anticipated that the number of students who qualify for admission to the combined program will further decrease. It is anticipated that the Faculty can comfortably meet an additional capacity of 40 students to this program during the first year. We anticipate that the Faculty will accommodate resources to meet a greater demand for this program in the subsequent two years that it will be offered.

Please see Table 1: Estimated Enrollment into Combined BScPhm-(post-bac)PharmD program.

Table 1: Enrolment Projections

TABLE 1: Estimated Enrollment into Combined BSc Phm/PharmD Program

2010 - 11	2011 - 12	2012 - 13	2013 - 14	2014 - 15	2015 - 16
Yr 3 BScPhm Cohort					
Demand	85*				
Enrollment	40	40			
Year 2 BScPhm Cohort					
Demand		95*			
Enrollment		60	60		
Year 1 BScPhm Cohort					
Demand			95*		
Enrollment			70	70	
Total Student FTE Count (Combined Program)					
	40	100	130	70	0
Post-Bac PharmD Enrollment (year 1)	5	15	25**	25**	25**
Post-Bac PharmD Enrollment (year 2)		5	15	25	25
Indicate whether FT or PT or both					
Total FTE Count (Combined + Post-bac)					
	45	120	170	120	50
Incremental BIU Claim as a result of combined program***					
	10	25	32.5	17.5	0

Note:

*Demand is based on 2009 and 2010 student statistics for the class of 0T1 and 0T0 (minimum GPA 3.3 in each of first 3 years of study – one of the admissions criteria for the program)

**We anticipate the demand and enrollment will be significantly higher if the entry-level PharmD degree receives Ministry approval.

*** The BIU weight for the BSc Pharmacy is 2.0 whereas the BIU weight for the (post Bac) Pharm D is 2.25.

4. Admission Requirements

Admission to the Doctor of Pharmacy Program

There will be two cohorts of students progressing through the post-bac PharmD program starting in September 2011. Those who are admitted directly to this program (practicing pharmacists) and students who enter it as part of the combined stream (BScPhm & PharmD). Both of these cohorts of students will undertake this curriculum together, achieving the same learning outcomes. Students who already have a BScPhm degree and want to complete a post-bac PharmD will continue to be granted admissions based on current admissions criteria (see below). Students who are applying to the combined program will have slightly different criteria to ensure that they are selected for success in this combined program. Specific qualities which will lead to success include skills in the areas of self-directed learning, self-assessment, critical thinking and communication. The selection criteria are largely similar for both (see below).

The current (post-bac) PharmD Program Admissions Committee uses the following indicators to assess the cognitive and non-cognitive qualities of the candidates.

1. BSc in Pharmacy, PEBC* Qualifying examination
2. Transcript, curriculum vitae
3. Standardized panel interview
4. Two letters of reference
5. Non-academic profile question
6. Group task
7. Written task
8. TOEFL, TSE, TWE scores (for non-English language school system graduates)

*Pharmacy Examining Board of Canada; pharmacists must pass this national examination to be licensed in Canada.

Combined BScPhm/(post-bac) PharmD Applicants

The combined degree program is intended for students who have completed their 3rd year of pharmacy studies.

Proposed criteria for admission

The following proposed criteria will be used in the overall rating of the candidate.

1. Annual GPA of 3.3 (77-79%) or higher for each of the first 2 years of pharmacy education

Candidates must demonstrate good academic standing and aptitude for successful transition to the PharmD program. A minimum GPA of 3.3 is chosen to include those with a B+ average, possessing exceptional extra-curricular achievements. At the time of application in the spring of third year, only the first two years of academic standing will be available for initial assessment. However acceptance to program will be conditional to the candidate completing third year and achieving a GPA of 3.3 or higher in that year.

2. Curriculum vitae

The curriculum vitae will highlight other academic, professional and extra-curricular achievements. Preference will be given to candidates with direct patient care experience in community and institutional settings as well as those candidates that have significant extra-curricular achievements.

3. Two letters of recommendation

Two external references using standardized forms are used to assess empathy, teamwork, leadership, acceptance of responsibility, self directed learning, problem solving, response to criticism and creativity. Additional referees are asked to describe three attributes of the candidate which they consider key to the applicants success in the program. At least one reference must be from an immediate pharmacy preceptor/supervisor (i.e. pharmacist preceptor from the Early Practice Experience program or pharmacist that directly supervised the candidate in a pharmacy setting)

4. Standardized panel interview

The panel interview consists of faculty members who will assess knowledge of advanced pharmacy practice, interpersonal and communication skills, maturity, motivation, professionalism, self assessment skill, time management skills, critical thinking and ethics.

5. Group task

The PharmD program requires a mix of independent and group work. The group task in the admission process is used to assess an individual's participation, ability to work within a group, and communication skills. The candidates will be given a pharmacy related but non-clinical scenario. Through interaction with other candidates, they will be asked to analyze the problem and to develop a potential solution or an opinion.

6. Written task

The written task is used to assess general writing proficiency in the form of an essay. The topic may be related to the discussion during the group task.

5. Program Requirements

The Faculty of Pharmacy Council has approved minor changes to the (post-bac) Doctor of Pharmacy program (April 7, 2011) to better align and resequence courses to enhance student learning. Traditionally, this program has consisted of 11 months of course work, followed by 11 months of experiential rotations. The modification to this curriculum involves a resequencing of courses, so that didactic courses are interspersed with experiential learning. This resequencing of courses will provide students with a better opportunity to apply information learned; additionally the learning will be more relevant and applicable to practice. A modification has also been made to the start time of the curriculum to September of each year, which will streamline the Faculty's two professional programs to a common start time. Previously, the (post-bac) PharmD program had a start time of July of each year.

The specific combined degree course requirements are outlined in Table 2, column 4, below. Students in the combined program will be required to take all mandatory courses in the BScPhm program and in the post-bac Doctor of Pharmacy program and will complete all requirements for the two programs.

The current baccalaureate program requires students to have completed a minimum of 1 year of university prior to entering the four-year program, which consists of 8 semesters + 1 month experiential training at the end of year 2. The post-bac PharmD program accepts pharmacists into a two-year (22 months) program. The proposed combined program will accept students who have completed the third year of the BScPhm curriculum, who then over a total period of five-years and one additional semester in pharmacy (consisting of three years of BScPhm program, four months of a combined curriculum, followed by 16 months of (post-bac) PharmD program) may earn both BScPhm and PharmD degrees.

Students in the BScPhm program would enter the combined program at the beginning of their 4th year in pharmacy. In the fall of 4th year, they will undertake all courses required in that semester for the BScPhm program. In place of the two required electives, they will take two required (post-bac) PharmD courses. Students in the combined program will also take 0.75 FCE additional courses in this semester.

The BScPhm program requires students to undertake 16 weeks of experiential education in the 4th year. In the combined program, the 44 weeks of training required for the post-bac PharmD will also meet the 16 week requirement for experiential education in the BScPhm program. Starting in the winter term of year 4, students in the PharmD program will alternate between several weeks of classes and several weeks of experiential training, completing the combined program at the end of April of their 5th year.

Table 2: Courses in the current post-bac PharmD are colour-coded as they appear in the combined program. The column titled, Current (post-bac) PharmD program, outlines all of the courses which students take in the current post-bac PharmD program, the column titled, Progression in the Combined Program, outlines all courses the students will take in the combined program.

TABLE 2: LESLIE DAN FACULTY OF PHARMACY - PROFESSIONAL PROGRAMS

Term	Revised Post-Bac. PharmD Prog.	Current BScPhm Program		Progression in the Combined Program
Year 1 Fall: Sep - Dec		ANA200 CHM223 LMP232 PHM120 PHM122 PHM127 PHM128 PHM150	Human Anatomy and Histology Physical Chemistry for Phm Microbiology of Inf. Diseases Introduction to the Prof. of Phm Introduction to Statistics Prof.Comm.Skills in Phm Pract. Professional Practice I Intro to Applied Pharm.Sciences	
Year 1 Winter: Jan - Apr		ANA200 CHM247 LMP232 PHM120 PHM127 PHM128 PHM129	Human Anatomy and Histology Intro. Organic Chemistry II Microbiology of Inf. Diseases Introduction to the Prof. of Phm Prof.Comm.Skills in Phm Pract. Professional Practice I Professional Practice I Laborat.	
Year 2 Fall: Sep - Dec		PHM220 PHM222 PHM224 PHM225 PHM227 PHM228 PHM229 PSL200	Pharmaceutical Care 1a Medicinal Chemistry Pharmaceutics Intro to Biochem. & Mol.Biology Health Systems in Society I Professional Practice II Professional Practice II Laborat. Basic Human Physiology	
Year 2 Winter: Jan - Apr		PHM220 PHM222 PHM223 PHM224 PHM226 PHM231 PSL200	Pharmaceutical Care 1a Medicinal Chemistry Methods of Pharmac. Analysis Pharmaceutics Intro. Metabolic Biochemistry Pharmacology I Basic Human Physiology	
Summer: May- Aug		PHM234	Early Pract. Experience (4 wks)	
Year 3		PHM320	Pharmaceutical Care 1b	

Fall: Sep - Dec			PHM321 PHM322 PHM323 PHM324 PHM326 PHM330 PHM331	Pharmaceutical Care II Pharmac./Med. Chemistry Tut. Applications of Pharm. Analysis Pharmacokinetics Pharm. Practice Management Clin. Biochm/Pathophys/Pathol. Pharmacology II		
Year 3 Winter: Jan - Apr			PHM321 PHM322 PHM324 PHM325 PHM328 PHM329 PHM330	Pharmaceutical Care II Pharmac./Med. Chemistry Tut. Pharmacokinetics Introductory Toxicology Professional Practice III Professional Practice III Laborat. Clin. Biochm/Pathophys/Pathol.		
Summer: Jul - Aug						
Fall: Sep - Dec	PHM601 PHM605 PHM611 PHM612	Found. Adv. Pharm. Practice Critical Appraisal Adv. Therap. Cardiology Adv. Therap. Gen. Medicine I	PHM421 PHM425 PHM427 PHM429 PHM428	Pharmaceutical Care III Pharmacy Practice Research Health Systems in Society II Pharmacy Practice Seminar Professional Practice IV	Admission to Combined Program	
			PHM421 PHM425 PHM427 PHM429 PHM428	Pharmaceutical Care III Pharmacy Practice Research Health Systems in Society II Pharmacy Practice Seminar Professional Practice IV	PHM421 PHM425 PHM427 PHM429 PHM428	Pharmaceutical Care III Pharmacy Practice Research Health Systems in Society II Pharmacy Practice Seminar Professional Practice IV
			PHM601	Found. Adv. Pharm. Practice	PHM601	Found. Adv. Pharm. Practice
			PHM605	Critical Appraisal	PHM605	Critical Appraisal
			PHM611	Adv. Therap. Cardiology	PHM611	Adv. Therap. Cardiology
			PHM612	Adv. Therap. Gen. Medicine I	PHM612	Adv. Therap. Gen. Medicine I
			PHM454/ 458/459 PHM450/ 451/453/ 454/456/ 457/458/ 459/460/ 462/463/ 468/489/ 499	Selective (pharmacy management course0) Elective		

Winter: Jan - Apr	PHM711	Rotation 1 (4 wks)	PHM432 PHM434	Community Rotation (8 wks) Institution Rotation (8 wks)	PHM711	Rotation 1 (4 wks)
	PHM602 PHM608 PHM609 PHM613 PHM614	Pharmacokinetics I (Theory) Teaching and Learning Tech. Physical Assessment Adv. Therap. Infectious Diseases Adv. Therap. Gen. Medicine II			PHM602 PHM608 PHM609 PHM613 PHM614	Pharmacokinetics I (Theory) Teaching and Learning Tech. Physical Assessment Adv. Therap. Infectious Diseases Adv. Therap. Gen. Medicine II
Summer: May- Aug	PHM712 PHM713 PHM714 PHM706	Rotation 2 (5 wks) Rotation 3 (5 wks) Rotation 4 (5 wks) Seminar			PHM712 PHM713 PHM714 PHM706	Rotation 2 (5 wks) Rotation 3 (5 wks) Rotation 4 (5 wks) Seminar
Fall: Sep - Dec	PHM615 PHM607 PHM602 PHM706 PHM715	Adv. Therap. Neuro / Psych Health Systems Pharmacokinetics II (Application) Seminar Rotation 5 (5 wks)			PHM615 PHM607 PHM602 PHM706 PHM715	Adv. Therap. Neuro / Psych Health Systems Pharmacokinetics II (Application) Seminar Rotation 5 (5 wks)
Winter: Jan - Apr	PHM716 PHM717 PHM721 PHM731 PHM706	Rotation 6 (5 wks) Rotation 7 (5 wks) Rotation 8 (5 wks) Rotation 9 (5 wks) Seminar			PHM716 PHM717 PHM721 PHM731 PHM706	Rotation 6 (5 wks) Rotation 7 (5 wks) Rotation 8 (5 wks) Rotation 9 (5 wks) Seminar

Experiential = 44 weeks

Experiential = 20 weeks

Experiential = 44 weeks

6. Program Description

For students enrolled in the current BScPhm program, the proposed combined program will allow them to undertake both programs and obtain both credentials over a period of five-years and one semester, consisting of three years of BScPhm program, four months of a combined curriculum, followed by 16 months in the (post-bac) PharmD program. Please see Table 3: Progression in Combined Program.

Students in the combined program will have a slightly heavier workload in the fall of year 4, compared to students in the BScPhm program. They will be required to take two pharmacotherapeutics courses in place of two electives; the former may be considered to carry a heavier workload compared to some electives offered in this year. Also, they will be required to take 0.75 FCE additional course work - PHM 601 (0.25 FCE) and PHM 612 (0.5 FCE). The admissions criteria were selected to ensure that enrolled students are able to take on a heavier workload and have the capability to undertake the combined program successfully.

Students in the combined program will fulfill all course and experiential learning requirements for the PharmD program over the two year period. This opportunity to undertake the combined program will be made available for a three year period, starting September 2011.

Table 3: Student Progression and Tuition Through the Combined Program

	BSc			PharmD		
	Reg Status	Tuition	BIU	Reg Status	Tuition	BIU
Year 1 (2008-09)	Full-time	\$11,790	2.00			
Year 2 (2009-10)	Full-time	\$12,262	2.00			
Year 3 (2010-11)	Full-time	\$12,752	2.00			
Year 4 (2011-12)	Part-time	0	0	Full-time	\$34,776	2.25
Year 5 (2012-13)	Part-time	0	0	Full-time	\$36,167	2.25

The total increase in annual per-student revenue will be approximately \$23,300 (\$22,000 tuition plus \$1,300 operating grant). Students in year 4 will receive a bursary of \$22k from this revenue to offset the difference between the BSc/PharmD combined program fee and the BSc program fee.

7. Consultation

A faculty meeting (May 2010) was dedicated to discussing the need to provide an opportunity to students in our current program to enhance their knowledge and skills so that they are as prepared for the changes in the scope of practice, as graduates of the new curriculum will be. Faculty members were in support of providing a mechanism for students in the current BScPhm program to receive additional training, resulting in a PharmD degree. Course planning and faculty workloads have included the current BScPhm program, the new curriculum, the (post-bac) PharmD program and the new combined BScPhm- (post-bac) PharmD program. An additional five to eight faculty are being hired in conjunction with our TAHSN Pharmacy Department partners to meet the increased clinical needs of these programs.

In terms of impact on the Faculty's programs of study, students in the combined program will not have the opportunity to take electives within the BScPhm program; this will decrease the number and nature of students in some elective courses. A faculty meeting held on March 10, 2011 provided an opportunity for faculty to discuss other potential implications of the combined program.

The Dean and some faculty members have had discussions with students in our current years 1, 2 and 3 of the BScPhm program (October 29th, 2010). Students have expressed a clear demand for an opportunity to enhance their knowledge and skills to the level of the graduates of our new curriculum. The proposed program has been discussed and developed by the (post-bac) PharmD Program faculty, in consultation with the Director of the Division of Pharmacy Practice and the Director of the Office of Experiential Education (meeting: February 7th, 2011). All faculty are aware that 3rd year students may be admitted to the PharmD program after completion of the third year of BScPhm program. (Faculty Council meeting to discuss admissions for this option: April 14, 2010). Subsequently, the complete proposal for the Combined program was brought forward and approved by the Leslie Dan Faculty of Pharmacy Faculty Council on April 7, 2011.

The proposed combined program has been discussed with representatives of the TAHSN Hospitals Pharmacy Departments as many of the experiential opportunities will occur there (February 14th, 2011). The Deans of Nursing and Medicine, as well as the Council of Health Sciences, are aware of these curricular changes. Extensive discussion on the new curriculum has occurred with the Ministry of Health and Long Term Care and with the Ministry of Training, Colleges and Universities. During these discussions the need for such a combined BScPhm- (post bac) PharmD program (or progression from the BScPhm to PharmD option and a program for practitioners to enhance their knowledge and skills) was brought forward.

8. Resources:

Instructional

In the first year of the combined degree program, the additional 40 or so students will have a minor impact on resources for the (post-bac) PharmD program. The current faculty complement will be adequate to manage the didactic components of the curriculum and will allow us to maintain a case-based approach to learning. The increased numbers in the final two years in which the combined program is offered will demand additional faculty to oversee small-group case discussions. To prepare for this increase, we will run faculty development workshops over the next 18 months so that we may attract leading practitioners and expand our clinical faculty complement.

We have already commenced working with our external stakeholders with respect to planning clerkship rotations. They have indicated the ability to take in additional students and to engage them in meaningful learning opportunities. We have established an Office of Experiential Education to coordinate these efforts.

Student fees

In the first year of the combined program, students will be charged the current (post Bac) Pharm D tuition of \$34, 884. However, in this first year of the combined program, during which they are still completing the requirements of the BSc program, students will receive the equivalent of the difference between the normal undergraduate BScPhm tuition (\$12, 752) and the (post-bac) Pharm D tuition (\$34, 776 in 2011-12) as a bursary (ie. \$22,132). As a result, students will not be out of pocket and the faculty will not secure additional revenue from the incremental revenue. In the second year of the program, students will continue to be charged the normal (post-bac) Pharm D tuition (i.e. \$ 36,167 in 2012-13). This will result in additional revenue to the Faculty. Because students will be completing the (post-bac) Pharm D requirements, they will not automatically be eligible for a bursary as in the first year of their program. However, these students will be eligible for the normal bursaries available for (post-bac) Pharm D students. As a result of the increased number of students in the program it can be anticipated that the demand for bursaries will increase. It may be necessary to offer student bursaries from operating funds as a result of potential shortfalls in the normal student bursary account.

BIUs

The BIUs for students in the combined program will be same as for students in the (post-bac)PharmD program of 2.25 BIU. The BIU for students in the BScPhm program is 2.0.

9. Governance Process:

	<i>Levels of Approval Required</i>
<i>Decanal Sign Off</i>	
	Faculty/Divisional Councils: April 7, 2011
<i>Submission to Provost’s Office</i>	
	Approval by AP&P
<i>Report to Ontario Quality Council</i>	