

FOR INFORMATION**PUBLIC****OPEN SESSION**

TO: Committee on Academic Policy and Programs

SPONSOR: Professor Nicholas Rule, Vice-Provost, Academic Programs
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PRESENTER: See above.
CONTACT INFO:

DATE: May 6, 2025 for May 13, 2025

AGENDA ITEM: 16

ITEM IDENTIFICATION:

Report on the Review of Clinical Departments 2024-25

JURISDICTIONAL INFORMATION:

“The Committee...has general responsibility...for monitoring the quality of education and the research activities of the University.... The Committee receives annual reports or such more frequent regular reports as it may determine, on matters within its purview, including reports on the ...[r]eviews of academic units and programs.”

GOVERNANCE PATH:

1. Committee on Academic Policy and Programs [For Information] (May 13, 2025)

PREVIOUS ACTION TAKEN:

The Governing Council approved the [Policy for Approval and Review of Academic Programs and Units](#) in 2010. The Policy outlines University-wide principles for the approval of proposed new academic programs and review of existing programs and units. Its goal is to align the University's quality assurance processes with the Province's Quality Assurance Framework (QAF) through establishing the authority of the University of Toronto Quality Assurance Process (UTQAP), which outlines the process for reviewing academic programs and the units that offer them.

The Dean of the Temerty Faculty of Medicine commissions reviews of the Faculty's clinical departments, modeled on but outside of the scope of the UTQAP review process, and prepares an annual report on their outcomes and implementation plans. Because of the unique contribution clinical departments make to the Faculty's education programs, this report is brought forward for information to the Committee on Academic Policy and Programs (AP&P).

These reviews are intended to help assess and improve quality. The *Policy for Approval and Review of Academic Programs and Units* states that “...the quality of the scholarship of the faculty, and the degree to which that scholarship is brought to bear in teaching are the foundations of academic excellence. More generally, all of the factors that contribute to collegial and scholarly life —academic and administrative complement, research and scholarly activity, infrastructure, governance, etc.—bear on the quality of academic programs and the broad educational experience of students.”

The annual Report on the Review of Clinical Departments was previously submitted to the AP&P on May 8, 2024.

HIGHLIGHTS:

In 2024-25: one external review of a clinical department was completed:

- The Department of Psychiatry

A table that summarizes the review outcomes and decanal response/implementation plan is provided.

The overall assessment of the quality of the Department of Psychiatry was very high. Reviewers highlighted its world-class research; strong collaborations; supportive and inclusive learning environment; commendable EDIIA efforts; and strong morale among faculty, learners, and staff. The decanal administrative response/implementation plan addressed the reviewers' recommendations.

FINANCIAL IMPLICATIONS:

There are no financial implications.

RECOMMENDATION:

This item is for information.

DOCUMENTATION PROVIDED:

- Summary Table of 2024-25 Clinical Department Reviews

Systematic reviews of Clinical Departments are a critical process of quality assurance accountability at the Temerty Faculty of Medicine. The external reviews are commissioned by the Dean and normally coincide with the end of the term of Chairs; thus they may inform the international searches for, and reappointments of, Chairs. The protocols of the academic review include (i) the terms of reference that identify key issues to be addressed, (ii) a self-study report by a wide range of contributors, (iii) a visit by approved external reviewers who meet with a broad range of constituencies, (iv) the reviewers' report of findings, and (v) the Chair's and (vi) Dean's responses. A brief summary is presented to the Committee on Academic Policy & Programs of Academic Board for its information; the full report and responses are submitted to the Executive Committee of Faculty Council and circulated broadly in the Department.

CLINICAL DEPARTMENT	Dept. of Psychiatry
EXTERNAL REVIEWERS	<ol style="list-style-type: none"> 1. Prof. François Lespérance – Professor and Chair, Dept. of Psychiatry & Addiction, University of Montreal 2. Prof. Sophia Vinogradov – Donald W. Hastings Endowed Chair in Psychiatry and Head, Dept. of Psychiatry & Behavioral Sciences, University of Minnesota
DATES OF REVIEW	October 9-10, 2024
STRENGTHS	<ul style="list-style-type: none"> ▫ The Department is “a world-class psychiatric research institution, with strong contributions in neuroscience, clinical research, clinical trials, and global mental health [and] major productive collaborative relationships” at Temerty Medicine and UofT ▫ The residents “expressed that they were well supported and supervised...The program seems to pay strong attention to students’ well-being and to EDIIA and to promoting excellence through equity” ▫ The Department’s “well-organized and thoughtful ongoing efforts and resources related to EDIIA...deserve to be applauded” ▫ “In general, the morale of the faculty, learners, and staff was quite high, and the pride in their work was evident” ▫ The Department is “well-regarded” by cognate Departments, affiliated hospitals and Advancement
RECOMMENDATIONS	<p><u>Foster integration and collaboration across clinical sites:</u></p> <ul style="list-style-type: none"> ▫ “Create at least the initial components of a pilot Learning Healthcare Network that is built upon...the initial multi-site hubs...in Substance Use Disorders, suicidality, and quality improvement;” timelines, deliverables could be shared across 3 or more sites ▫ “Consider developing fellowships [—] well-developed and well-integrated clinical and/or research training across 2 or more sites” <p><u>Resolve inherent tensions between fully-affiliated, associate-affiliated, and community-affiliated hospital site needs:</u></p> <ul style="list-style-type: none"> ▫ “Undertake a system-wide in-depth reflection to determine the near-term educational priorities of the residency program” ▫ “Make the necessary changes to attain these objectives while respecting the Royal College requirements” ▫ “Plan and execute a communication and educational strategy to engage all the stakeholders”
DECANAL RESPONSE	<ul style="list-style-type: none"> ▫ The Department will continue to develop its three multi-site hubs and explore the creation of new multi-site hubs that promote integration and build on the strengths of individual sites; it will (i) dedicate Academic Scholar Awards and/or Department-funded fellows to its current hubs and (ii) develop integrated clinical and/or research fellowships across two or more sites ▫ The hubs provide opportunity to address clinical gaps and redundancies across affiliated hospitals; strategic planning can inform areas of focus for new hubs; Department’s highly skilled educators can align recommendations with accreditation requirements ▫ I recommend that the Department explore the theme of social accountability in academic psychiatry and develop recommendations in education to address priority health concerns of its communities; this will require increased engagement with associate- and community-affiliated teaching hospitals, in addition to fully-affiliated hospitals ▫ The Department is encouraged to utilize its communications expertise to engage its communities in change management ▫ I congratulate Dr. Benoit Mulsant, Labatt Family Chair of the Department of Psychiatry, on two successful terms; his many accomplishments include advancing research by establishing the Academic Scholars Awards for early-career faculty and the Graduate Stream for psychiatry residents considering careers as Clinician Scientists, and his integral role in greatly increasing philanthropic funding for the Department