

Memorandum of Understanding

between

School of Nursing

School of Rehabilitation Therapy

and the

Faculty of Medicine

with respect to the establishment of a

Faculty of Health Sciences

December 1996

Preamble

Health care education and services are increasingly both interdisciplinary and interprofessional. It is, therefore, important that the three health professional programs at Queen's (Medicine, Nursing and Rehabilitation Therapy) are supported by an academic and administrative structure that reflects these interdisciplinary and interprofessional thrusts occurring in teaching, research and the provision of health care services. In May, 1996, in recognition of these changes, the Principal established the Health Sciences Task Force to examine the integration of the School of Nursing, the Faculty of Medicine and the School of Rehabilitation Therapy into a single academic unit. Discussions over the past four months within the Task Force, coupled with input from and discussion with the Faculty Boards, Faculty Councils and student groups involved, has resulted in the conclusion that the School of Nursing and the Faculty of Medicine (including the School of Rehabilitation Therapy) be combined into a Faculty of Health Sciences.

The School of Nursing, and the School of Rehabilitation Therapy, Medicine, and Basic Medical Sciences components of the Faculty of Medicine have requested that commitment to the Health Sciences vision be acknowledged through the signing of this Memorandum of Understanding. Confirmation of this Memorandum of Understanding will allow advertising to begin for the replacements for the current positions of the Dean of the School of Nursing and the Director of Rehabilitation Therapy both of whose terms are completed July 1, 1997. It is also recognized by the parties to this Memorandum of Understanding that there are other issues to be dealt with which should wait for these new appointees to assume their positions, thereby ensuring their input into the process of integration.

The Faculty of Health Sciences

- Effective July 1, 1997, the School of Nursing and the Faculty of Medicine (including the School of Rehabilitation Therapy, Medicine, and Basic Medical Sciences components of the Faculty of Medicine) shall be integrated and re-named the Faculty of Health Sciences.
- The Faculty of Health Sciences shall include four constituent units: Nursing, Rehabilitation Therapy, Basic Medical Sciences, and Medicine.
- Each constituent unit shall report to the Dean and Vice-Principal of the Faculty of Health Sciences.

Titles

- The title Dean of the Faculty of Medicine and Vice-Principal (Health Sciences) shall change to Dean and Vice-Principal (Health Sciences).
- The title Vice-Dean of the Faculty of Medicine shall change to Vice-Dean (Health Sciences).
- The title Associate Dean (Health Sciences) shall be restricted to leaders of the four constituent units and shall signify their academic and administrative roles.
- The person appointed to head the School of Nursing shall bear the academic title, Associate Dean (Health Sciences) and Director, School of Nursing
- The person appointed to head the School of Rehabilitation Therapy shall bear the academic title, Associate Dean (Health Sciences) and Director, School of Rehabilitation Therapy.
- This model, as set out in Appendix A, allows for the creation of Associate Dean (Health Sciences) positions for the Basic Medical Sciences and for Medicine, but initially their duties will be assumed by the Dean and Vice-Dean of the Faculty of Health Sciences.

Governance and Administration

- The Faculty's basic governance structure is intended to be built on the principles of parity of representation, collegial decision-making, and maintenance of the identity and substantial autonomy of each of the constituent units.

- The person appointed to the position of Dean and Vice-Principal (Health Sciences) may be drawn from any of the components of the Faculty of Health Sciences.
- Internal academic and administrative structures and functions in the four constituent units of the Faculty shall be reviewed to determine opportunities to gain efficiency. In the absence of a consensus for restructuring, functions currently vested with the School of Nursing are to remain vested with the School.
- The student societies shall continue to function as they are currently constituted. The student presidents shall meet at their discretion in a presidents' caucus in order to facilitate communications among societies and constituent units, and to unify interests on the AMS.
- The Faculty Board of the Faculty of Health Sciences shall be a committee of the whole with an elected chair and appropriate student and staff representation.
- The Faculty Council of the Faculty of Health Sciences shall consist of decanal appointees, the Associate Deans (Health Sciences) in Nursing and Rehabilitation Therapy, heads of departments in the Basic Medical Sciences and Medicine, coordinators of undergraduate and graduate programs in Nursing, division heads in Rehabilitation Therapy, and student and faculty Senators. The role of Faculty Council shall be to provide policy advice to the Dean, and Faculty Council shall be representative of all four constituent units of the Faculty.
- Budget assignment shall be vested with the Dean, Vice-Dean and the Associate Deans (Health Sciences). They shall be responsible for the allocation of budget to the four constituent units.
- Budget allocation decisions within the Schools of Nursing and Rehabilitation Therapy and within the school which comprises Medicine and the Basic Medical Sciences shall be vested within those schools.
- The signatories to this Memorandum of Understanding recommend to the Senate Operations Review Committee that, apart from the reduction in one Senate member resulting from the shift of the Dean, School of Nursing to an Associate Dean (Health Sciences), the elected Senate representation from the new Faculty of Health Sciences be unchanged. The signatories further recommend that there be four Senators elected from the faculty (one each from Basic Medical Sciences, Medicine, Nursing, and Rehabilitation Therapy), and three elected student Senators (one each from Medicine, Nursing and Rehabilitation Therapy).

Priorities and Future Directions

The following priorities have been identified:

- Develop a strategic plan which focuses on the interdisciplinary and inter-professional structure of health care education, health care research, and health care service provision.
- Maintain and strengthen the quality of undergraduate and graduate educational programs within the context of an integrated health sciences environment.
- Enhance the quality and quantity of research and scholarly activities, capitalizing on the strengths of an integrated Faculty of Health Sciences within the integrated health care model for the region.
- Achieve high quality academic, administrative and financial support systems capitalizing on the evolving needs of the units within the Faculty of Health Sciences.

Implementation

The terms and conditions set out in this Memorandum of Understanding shall be reviewed at the next appointment of a Dean and Vice-Principal (Health Sciences) or at the end of five years, whichever occurs first.

The signatories to this Memorandum of Understanding agree that the search for the Associate Dean (Health Sciences) and Director, School of Nursing and the Associate Dean (Health Sciences) and Director, School of Rehabilitation Therapy shall begin immediately. Identification of these individuals and their participation in the implementation process is critical. The process of implementation is to be an evolutionary process.

Barry T. Smith
Barry T. Smith
Dean, Faculty of Medicine

December 17, 1996
Date

Alice J. Baumgart
Alice J. Baumgart
Dean, School of Nursing

December 17, 1996
Date

Malcolm Peat
Malcolm Peat
Director, School of Rehabilitation Therapy

Dec 18 / 1996
Date

David H. Turpin
David H. Turpin
Vice-Principal (Academic)

Dec 17/96
Date

Approved by the Faculty Board of the Faculty of Medicine on December 5, 1996.

Barry T. Smith
Barry T. Smith
Chair, Faculty Board, Faculty of Medicine

December 17, 1996
Date

Approved by the Faculty Board of the School of Nursing on November 27, 1996.

Alice J. Baumgart
Alice J. Baumgart
Chair, Faculty Board, School of Nursing

December 17, 1996
Date

Faculty of Health Sciences

