



June 10, 2019

Dr Dermot Kelleher  
Dean, Faculty of Medicine  
317 - 2194 Health Sciences Mall  
Vancouver, BC Canada V6T 1Z3

Dear Dean Kelleher,

**Re: Clinical Faculty Working Group Joint Recommendations**

Pursuant to the 2011 Letter of Intent between Doctors of BC and the UBC Faculty of Medicine (FOM), the parties agreed to form a joint Clinical Faculty Working Group (CFWG) with the mandate to make recommendations to the Dean of Medicine on the Clinical Faculty Compensation Terms, the Dispute Resolution Process and other matters of important to Clinical Faculty (CF) based on the results of a survey of Clinical Faculty.

In December, 2018, Doctors of BC conducted a Survey of physicians who are members of Clinical Faculty to identify issues of importance to them. 1,291 physician members of Clinical Faculty responded, generating a response rate of 22%.

Based on consultations between the parties and an analysis of the results of the Survey, the following are the joint recommendations of the CFWG:

1. Recognition of Clinical Faculty

a. UBC CME Discounts

The Survey shows that discounts for UBC sponsored CME were once again identified by our members as one of their top “recognition” issues. In response to the last CFWG recommendation on this issue, the FOM undertook an analysis of participation of CF sponsored activities to explore the options and feasibility for a CF discount.

The CFWG discussed these options and recommends that the FOM implement a 25% discount for Clinical Faculty who participate in UBC sponsored CME activities.

## b. Feedback on Clinical Teaching

The CFWG reviewed the Teacher Assessment for the MD Undergraduate Program and supports this as an effective mechanism to provide feedback to clinical faculty. Doctors of BC representatives on the Working Group seek information to demonstrate the success of the program and to assist in setting appropriate expectations on receiving feedback to its members.

The CFWG recommends that the FOM develop and provide a report to the physician representatives on the CFWG which includes the following:

- Data from the Teacher Assessment Program on the rate and nature of feedback provided to CF who teach at the undergraduate level
- Information on the mechanism by which feedback is provided to CF who teach at the postgraduate level and data which demonstrates the rate and nature of feedback to members
- an outline of what CF may expect with regard to feedback from students both in the postgraduate and undergraduate programs.

## c. Opportunities for Advancement

The Survey indicates that close to half of all respondents feel that they have not been given the opportunity to advance in clinical rank, even though they feel they meet the criteria. The CFWG members agree that CF should be encouraged to increase their contribution to clinical teaching and other academic activities, and be recognized by appropriate advancement when they do so. The group believes that there is an opportunity to strengthen the existing process for advancement in clinical rank.

The CFWG recommends that the FOM develop a new guideline for Department Heads to supplement the Policy on Clinical Faculty Appointments to clarify their duties in assisting CF to advance in clinical rank. The new guideline should establish a requirement for Department Heads to:

- Review, on an annual basis, CF who will be coming up for reappointment, or whose appointments have been at the current rank for more than 5 years
- Discuss with those CF the opportunity for promotion to the next clinical rank and provide advice on how to meet the criteria for advancement
- Meet with CF whose applications for promotion were not successful to answer any questions and provide advice and guidance on what will be required to be promoted to the next rank.

## 2. Training on Challenging Learner Situations

The Survey demonstrates a need for further education to improve CF ability to manage challenging learner situations. The CFWG discussed the increasing requirements for CF to prepare and compile the information and documentation that is required for students who have not met, or are not meeting the standards for a passing grade.

The CFWG recommends:

- that the FOM develop a learning module for CF to assist them in managing the required documentation as well as with appropriate communication with learners who may not meet the standards to pass
- that FOM identify an expert resource who will be available to provide direct assistance to CF who have difficulties managing challenging learners

### 3. Allocation of Funding for Post Graduate Programs

The Survey this year continues to show that a very large proportion of members of CF who teach postgraduate students are not aware of their department's distribution of funding for clinical teaching with patient care. The CFWG believes that the lack of awareness of the distribution of funds contributes to their dissatisfaction with compensation for clinical teaching. The efforts undertaken in the last 2 years to remind Department Heads to apply the relevant policies did not effectively address this challenge.

The CFWG recommends that:

- Appendix B of the Terms of Compensation be amended to:
  - specify that "payment summaries" must include:
    - The total amount of funding for post graduate teaching received by the department for the fiscal year in question
    - Where that funding was allocated at a level that allows CF to understand the educational objectives for the funding.
  - ensure that a copy of the Payment Summary be provided to the Director of Clinical Faculty Affairs at the FOM on an annual basis. These summaries will be available to CF upon request to either the department or the Director, CFA.
- Disputes as to the application of Appendix B of the Terms of Compensation be resolved through the Dispute Resolution Process for Clinical Faculty
- The FOM advise Department Heads of their duties under Appendix B of the Terms of Compensation.

### 4. General Compensation Issues

Compensation for clinical teaching under the Terms of Compensation has not increased since 2008 and the survey suggests that CF concerns over compensation are likely to have an impact on FOM's access to teaching resources. The Survey shows that 59% of CF respondents identify that insufficient compensation for teaching is among their most significant concerns – an increase of 9% over the last 2 years. If this concern is not addressed 57% indicate that they are likely to reduce their time and commitment to teaching over the course of the next year.

The Doctors of BC members of the CFWG are issuing a separate recommendation to address this concern.

5. Role of the CFWG

Given the benefit of collaborative consultation between the Faculty of Medicine and Doctors of BC in the implementation of recommendations affecting Clinical Faculty, the CFWG recommends that it continue to meet regularly to discuss issues of importance to CF and to review progress on the implementation of CFWG recommendations which are accepted by the Dean of Medicine.

The Working Group would appreciate hearing from you in response to these recommendations,

Yours truly,



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Dr. David Wensley  
CFWG Representative, Doctors of BC



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Dr. Gurdeep Parhar  
CFWG Co-Chair, Faculty of Medicine



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Dr. Karen Blouw  
CFWG Representative, Doctors of BC



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Dr. Suresh Tulsiani  
CFWG Representative, Doctors of BC

pc Allan Seckel, CEO, Doctors of BC  
Paul Straszak, Chief Negotiator, Doctors of BC