



August 30, 2017

Dr. David Haughton
Co-Chair, Doctors of BC
Clinical Faculty Ad Hoc Working Group

Dr. Gurdeep Parhar
Co-Chair, Faculty of Medicine, UBC
Clinical Faculty Ad Hoc Working Group

Dear Dr. Haughton and Dr. Parhar:

Re: Response to Clinical Faculty Working Group Joint Recommendations

I would like to extend my thanks to the Clinical Faculty Working Group (CFWG) for its collaboration and the resulting letter of recommendations dated June 13, 2017. We appreciate the willingness of the Doctors of BC to share the results of the IPSOS survey of clinical faculty.

The recommendations outlined in the letter relate to protecting teaching time, transparency of post-graduate teaching fund allocation, recognition of clinical faculty, mentorship, and compensation.

I will respond to each of these recommendations.

1. Teaching time for physicians paid under service, sessional or salary contracts (AP contracts)

The Faculty of Medicine (FOM) recognizes the challenge Clinical Faculty (CF) face with increasing clinical workloads and the impact this has on time dedicated to provide quality teaching. As you know, the FOM is not directly engaged in the provision of clinical services, but we are committed to continuing to communicate the importance of excellent clinical teaching in training our future family physicians and specialists, and the additional time and effort required for physicians who provide this clinical teaching.

2. Allocation of funding for post graduate programs

The Clinical Faculty Compensation Terms for Teaching in the MD Undergraduate and Postgraduate Programs (CF Compensation Terms) sets out the responsibilities of the Departmental Clinical Teaching Support Allocation and Accountability Committees. Responsibilities include consulting with CF on the distribution of funding for teaching with patient care. Each departmental committee is required to submit payment summaries to the Associate Dean of Postgraduate Medical Education at the end of each fiscal year. These payment summaries are to be made available to clinical faculty in their respective Department or Division. The FOM will engage the Department Heads to request that they proactively communicate this process to CF.

3. Recognition of CF

a. UBC CME Discounts

The FOM is supportive of CF accessing CME, and the benefit that is afforded to our learners when CF engage in lifelong learning. UBC CPD functions on a cost recovery basis and as such course discounts for CF would need to be charged to other participants. The FOM will analyze the recent participation of CF in CPD sponsored activities and explore options and feasibility for a CF discount.

b. Feedback on Clinical Teaching

The FOM agrees that CF should receive feedback on their teaching on a regular basis and is continuing its implementation of the new Teacher Assessment for the MD Undergraduate Program. We are very hopeful that this new process will allow us to provide feedback to CF more quickly. However, as was likely discussed in the working group, student anonymity is required, therefore we are required to wait until we have sufficient student feedback to allow anonymity, unless there is a specific issue that requires immediate intervention. In addition to the online feedback that is involved with Teacher Assessment, during orientations learners will be encouraged to provide objective face-to-face feedback if they feel comfortable doing so.

c. Opportunities for Advancement

Informing CF of opportunities to apply for advancement through the ranks can be a challenge given there are over 8500 CF in the FOM. The FOM agrees that improved communication with CF is an important goal, to ensure they are more aware of opportunities for promotion, promotion criteria, and associated deadlines. We will work with Department Heads to look for ways to integrate communication around promotion opportunities into existing processes, such as reappointment.

d. Formal Recognition

It is important to use the mechanisms currently in place to recognize CF in the most effective manner possible. The FOM agrees that communication is important to ensure that CF teaching awards are well publicized, that the application process is not seen as onerous, and that plaques and certificates of recognition are provided consistently to eligible Clinical Faculty. This year, the Dean's Office will reach out to the home departments of the CF teaching awards recipients, and recipients of other awards that we are aware of, to encourage recognizing them at departmental events and/or in departmental communications. We are also looking into a formal announcement of those that are promoted to the rank of Clinical Professor.

4. Mentorship Program

The Mentorship Program Pilot is an initiative in response to the results of the 2015 Doctors of BC survey of CF. The Pilot will launch in September 2017 and, pending the results of the evaluation, will be scaled up to accommodate larger numbers of CF who seek mentorship opportunities. Dr. David Haughton is on the Mentoring Program Pilot Advisory Committee and we welcome his input as the Pilot moves forward.

5. On-Call Stipend

The FOM agreed that the language in the CF Compensation Terms as it related to on-call payments was not clear. The Compensation Terms have been edited to provide clearer language and facilitate more consistent application across all sites. Based on the financial modeling conducted, the edits should not result in a reduction of overall compensation.

6. Expenses Related to Teaching

The FOM agrees that the CF Compensation Terms could have been clearer in outlining what expenses are covered. The Compensation Terms have been edited as suggested.

7. New Compensation Model

We appreciate the decision to wait an additional year to look at any changes to the current compensation model. This will allow time for UBC to collect more precise data on the amount of teaching provided by CF and better understand the effects of curriculum renewal. In the coming year, data will continue to be entered into the Teaching Tracking Payment System and will be available to inform the impact of any potential changes to unit values for teaching activities and resulting financial compensation. The CFWG will be provided with this teaching data and will be consulted on potential revisions to the next renewal of the CF Compensation Terms.

8. Duration of the Amended Compensation Terms

The CF Compensation Terms have been approved for one year, and will expire on June 30, 2018. The current intent is to work on the renewal in early 2018 and seek approval of the Faculty Executive Committee in May 2018 for a term of two years, expiring June 30, 2020.

10. Role of the CFWG

The FOM is appreciative of the collaborative nature of the working relationship of the CFWG and is pleased that the Doctors of BC continues to be committed to meet to discuss issues of importance to CF. The FOM understands the very significant contribution made by clinical faculty as they engage in education, research and leadership roles throughout British Columbia. We endeavor to support and recognize these contributions in the best manner possible and thus welcome the ongoing input and guidance of the Doctors of BC -and specifically the Clinical Faculty Working Group.

Regards,



Dermot Kelleher, MD, FRCP, FRCPI, FMedSci
Dean, Faculty of Medicine
University of British Columbia