

June 13, 2017

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

via email

Dear Dean Kelleher,

Re: Separate Recommendation of Doctors of BC Members on the Clinical Faculty Working Group – General Compensation

We are writing on behalf of the Doctors of BC members of the Clinical Faculty Working Group pursuant to the Letter of Intent (LOI) signed in 2011 between Doctors of BC and the Faculty of Medicine.

The Working Group completed its review of the survey of Clinical Faculty conducted in January of 2017 and has agreed on many joint recommendations which were forwarded to you by letter dated June 13, 2017.

The 2011 LOI also permits separate recommendations to the Faculty of Medicine based on the results of the Survey. This letter outlines a separate recommendation by the Doctors of BC representatives of the Working Group regarding Clinical Faculty compensation for teaching activities as set out in the Compensation Terms.

The recent survey reveals an issue related to Clinical Faculty compensation which should be of significant concern to the Faculty of Medicine. In particular, the survey indicates:

- that 50% of Clinical Faculty surveyed identified insufficient compensation as one of the most important challenges they face. This result is almost identical to the responses from the 2015 survey.
- that 46% of respondents indicated that, if their concerns about compensation were not addressed, they would likely take at least one of the following actions over the course of the next year:
 - do less bedside teaching (29%)
 - do fewer lectures (20%)
 - spend less time on preparation (29%)
 - resign their clinical faculty appointment (8%)
 - reduce their overall commitment to the Faculty of Medicine (31%)
- that, since the last survey was conducted (which indicated the same concerns with compensation), the mean hours per month spent by respondents on Clinical Faculty tasks

has reduced by 10% from 33.2 hours per month in 2015 to 30.0 hours per month in 2017. The polling firm confirmed that this was a statistically significant reduction.

We believe that the trend towards Clinical Faculty reducing their time and commitment to teaching poses a material risk to the Faculty of Medicine.

BC Clinical Faculty members have not experienced a general increase to teaching rates since 2008.

In our view, the survey results show that Clinical Faculty accept that their teaching activities will have a negative impact on their clinical compensation. The survey shows that Clinical Faculty recognize that teaching is a professional responsibility, that most enjoy teaching and that teaching helps them stay current with medical knowledge.

These results do not suggest a need for a compensation increase to make up for lost clinical income. Rather, we feel that the lack of adjustment to teaching rates is viewed by Clinical Faculty as a significant factor contributing to a sense that the FOM does not appreciate the value of their work even as it recognizes the steady increases of other costs of doing business. We feel this should be addressed through regular annual increases built into the Compensation Terms.

To mitigate the risk identified in the survey, we recommend that the Faculty of Medicine incorporate regular annual increases to all compensation rates set out in the Compensation Terms based on the rate of increase to the BC Consumer Price Index in the calendar year immediately preceding the academic year in question.

We close by thanking you for supporting the joint Clinical Faculty Working Group consultation process. We have found the FOM representatives on the Working Group to be professional and collaborative and committed to identifying opportunities to improve the program.

We look forward to your response to our recommendation.

Sincerely,



Dr. David Haughton
CFWG Co-chair,
Doctors of BC



Dr. Suresh Tulsiani
CFWG Representative,
Doctors of BC



Dr. Luay Dindo
CFWG Representative,
Doctors of BC

cc: Dr. Gurdeep Parhar – CFWG Co-chair, Faculty of Medicine, UBC
Mr. Allan Seckel – CEO, Doctors of BC
Mr. Paul Straszak – CFWG Representative, Doctors of BC