



June 13, 2017

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

Under 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 importance to Clinical Faculty (CF) based on the results of a survey of Clinical Faculty.

In January 2017, Doctors of BC conducted a survey of physicians who are members of Clinical Faculty at UBC to identify issues of importance to them. 1,034 physician members of Clinical Faculty responded, generating survey results which IPSOS advises are reliable.

Based on the results of the Survey, the following are the recommendations of the CFWG:

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

The Survey shows that a large majority of those members of Clinical Faculty who are paid under AP contracts feel that increasing clinical workload is impacting on the time they have to teach effectively. The survey indicates that this may affect their commitment to teaching. The CFWG recommends that the FOM take steps to advise the Ministry of Health of this concern.

2. Allocation of funding for post graduate programs

The Survey shows that a large proportion of members of Clinical Faculty who teach postgraduate students are not aware of how the funding their department receives for postgraduate teaching is allocated. While the process for the allocation of funding is laid out in the "Clinical Faculty Compensation Terms for Teaching in the MD Undergraduate and Postgraduate Programs", the CFWG recommends that the FOM ensure that, on an annual

basis, Department Heads communicate to Clinical Faculty the process for determining the distribution of funding and the funding received and distributed by residency program for the past fiscal year.

3. Recognition of Clinical Faculty

a. UBC CME discounts

The Survey shows that a majority of members of Clinical Faculty would appreciate recognition of their clinical teaching by UBC through a discount applied to UBC sponsored CME. The CFWG considers the response as related to recognition of their valuable contribution rather than one related to the cost of the CME and therefore believes that it may be addressed through nominal discounts in the range of 15%. The CFWG recommends that the FOM investigate the economic feasibility of CME discounts for FOM sponsored events.

b. Feedback on Clinical Teaching

The Survey shows that about half of Clinical Faculty seek improved feedback on their teaching skills, particularly from students. The CFWG recognizes the work that the FOM is currently doing to standardize student feedback surveys and to consolidate that information centrally. The CFWG recommends that the FOM continue this work and establish procedures to provide such feedback to all Clinical Faculty on at least an annual basis (where the confidentiality of student feedback can be protected). The CFWG also recommends that the FOM consider how to encourage effective face to face feedback on teaching skills when possible.

c. Opportunities for Advancement

The Survey shows that a significant proportion of Clinical Faculty are seeking improved opportunities to advance in academic rank. The CFWG noted that many members of Clinical Faculty are unaware of the standards for advancement in clinical rank and, given their focus on clinical duties, frequently do not take advantage of advancements for which they qualify. The CFWG recommends that the FOM consider improving administrative processes and procedures associated with advancement of Clinical Faculty members. These could include having departments take a more active role in supporting appropriate advancement of Clinical Faculty members by highlighting areas of development for those who may be close to meeting criteria for advancement.

d. Formal Recognition

The Survey shows that a majority of Clinical Faculty are seeking more formal recognition by UBC for teaching services they provide. The CFWG recognize that the FOM already provides many of the forms of recognition that Clinical Faculty members identified as valuable, including plaques and certificates, letters of thanks, awards for teaching excellence and ceremonies, and yet some members still feel that the formal recognition for their work is insufficient (perhaps because the above recognitions have not come to them). The CFWG recommends that the Office of Clinical Faculty Affairs work with departments to encourage more consistent application of existing programs,

greater emphasis of recognition before colleagues at their work location or other means that Clinical Faculty members feel is valuable.

4. Mentorship Program

The Survey shows that a significant proportion of the Clinical Faculty continue to seek an active mentorship program, reflecting the results of the previous survey. The CFWG noted the work that has been done since the last survey to develop a mentorship program that will be piloted soon. The CFWG supports this work and recommends that the FOM work to complete and evaluate the pilot and to move expeditiously towards implementation of the program so that it is available to more Clinical Faculty.

5. On-Call Stipend

Based on feedback from CF, the CFWG is concerned that the on-call stipend is not being applied consistently. The CFWG recommends that a clear definition of an "on-call week" be included in the Compensation Terms to facilitate a consistent application that will not result in a reduction of overall compensation to Clinical Faculty for on-call teaching.

6. Expenses Related to Teaching

Feedback from the FOM and CF indicates that there is a lack of clarity among CF with respect to expense reimbursement related to teaching. The CFWG recommends the following:

- that the Compensation Terms be amended to clarify that reimbursements for "teaching expenses" which are not related to travel apply to "teaching supplies" and not to operational costs or expenses
- that the FOM address the lack of awareness among CF of the policy on expenses by developing clear guidelines to address typical questions arising with respect to the policy and communicating them to Department Heads and CF

7. New Compensation Model

The CFWG reviewed the Survey responses related to the introduction of a new compensation model. It was noted that the support for the new model among CF was equivocal, that there is a lack of detailed data supporting the impact of the new model on the compensation of CF and that the new model may not capture program content in the renewed curriculum as it is still evolving. As a result, the CFWG recommends the following:

- that a new compensation model not be introduced at this time
- that further work be done on gathering more detailed information through the TTPS on current payments for teaching which will allow more effective modeling of the compensation impact on CF of a new model
- that such information be shared with all members of the CFWG in advance of further discussion on a new model
- that the FOM develop a proposal for a new compensation model which captures new teaching methods over the course of this year
- that the CFWG meet again to discuss the implementation of a new compensation model in early 2018

8. Duration of the Amended Compensation Terms

The CFWG recommends that amended Compensation Terms be renewed for a period of one year in order to support discussions on the Implementation of a new compensation model which addresses the interests of CF and captures new program content in early 2018. The CFWG agrees that, if the Compensation Terms are renewed for a period of just one year, the parties may rely on the results of the Survey conducted in 2017 and that a new survey will not be required.

9. General Compensation Issues

The Survey reveals concerns among CF with respect to their compensation which may have an impact on FOM's access to teaching resources. For the second survey in a row, 50% of CF respondents identified that insufficient compensation for teaching is among their most significant concerns. If this concern is not addressed, 46% of survey respondents indicated that they are likely to reduce their time and commitment to teaching over the course of the next year. The Survey also shows that in 2017, CF respondents are providing about 10% fewer teaching hours than they did in 2015.

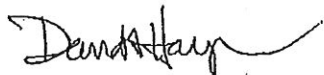
The Doctors of BC members of the CFWG are issuing a separate recommendation to address this concern.

10. Role of the CFWG

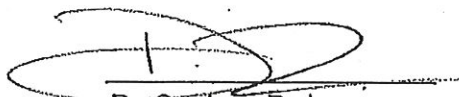
Given the benefit of collaborative consultation between the Faculty of Medicine and Doctors of BC in the implementation of recommendations affecting Clinical Faculty, the CFWG recommends that it continue to meet regularly to discuss issues of importance to Clinical Faculty and to review progress on the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



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



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

cc: Mr. Allan Seckel – CEO, Doctors of BC
Ms. Dale Dreffe – CFWG Representative, UBC
Ms. Shanda Jordan Gaetz – CFWG Representative, UBC
Ms. Susan Paul – CFWG Representative, UBC
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Dr. Suresh Tulsiani – CFWG Representative, Doctors of BC
Mr. Paul Straszak – CFWG Representative, Doctors of BC
Ms. Deanna Mayhew – CFWG Representative, Doctors of BC