

January 12, 2017

**RE: Clinical Faculty Working Group discussions result in benefits for Clinical Faculty**

Dear Colleagues,

We are pleased to provide you with an update on the status of the [recommendations provided to UBC's Faculty of Medicine](#). If you recall, in January 2015 Clinical Faculty completed a survey and in March of that year the Clinical Faculty Working Group provided to the Dean a series of recommendations, based on your input, to improve the experience of Clinical Faculty. For the last year or so the Working Group has been working collaboratively with the Faculty of Medicine on their implementation, and commends the Faculty of Medicine members for their hard work in implementing the priorities as identified by British Columbia's community of Clinical Faculty.

**Teaching Tracking and Payments System:**

In July 2016, the Faculty of Medicine initiated a new payment system for undergraduate teaching activities in response to your desire for a clear, consistent and timely payment system. The Teaching Tracking and Payment System (TTPS):

- links teaching activities to corresponding payments, which Clinical Faculty can review to ensure accuracy;
- provides for more consistent, and in most cases, more timely payments, as payments will be made quarterly; and
- provides a detailed record of teaching contributions which can help facilitate recognition of Clinical Faculty through reappointment and promotion.

For more information on TTPS please click [here](#) or contact UBC Clinical Faculty Affairs. To speed up the payment process, we encourage you to sign up for Direct Deposit by completing the [direct deposit form](#), excluding the Vendor ID and Address Sequence, and scan, e-mail, or mail to your department/program or the [UBC Office of Clinical Faculty Affairs](#). Clinical Faculty Affairs welcomes your feedback on TTPS.

**Clinical Faculty Mentoring Pilot Project:**

In the survey Clinical Faculty completed two years ago, mentorship was identified as one of the most important forms of support and recognition. As a result, the Faculty of Medicine is developing a Clinical Faculty Mentoring Pilot Project that aims to support the career goals of Clinical Faculty in the areas of administration, clinical care, research, and teaching skills. More information on this Pilot will be available in the Spring 2017.

**New Faculty Development Program:**

Clinical Faculty can further develop their teaching skills through the New Faculty Development Program that aims to equip teachers in all contexts with core knowledge and skills to teach effectively. For more information please click [here](#).

**Respect & Value for Clinical Faculty:**

To support a respectful teaching environment and recognize the contribution made by Clinical Faculty, students are reminded of the importance of your role in their education during orientation sessions, in the Transition into Clinical Education course, at the beginning of residency, and at many other points throughout their training. All medical students and residents are required to commit to the highest level of professional conduct as outlined in the Faculty of Medicine [Professional Standards](#).

**Next Steps**

Later this month, Doctors of BC will again engage with you to identify your priorities as Clinical Faculty. We encourage you to complete the survey as it will guide and inform our discussions with the Faculty of Medicine regarding the Compensation Terms. Your views are important to us and we want to better understand your issues and expectations in order to best represent your interests.

Sincerely,  
David A. Haughton, MD  
Doctors of BC Representative, Clinical Faculty Working Group