

2017 Clinical Faculty Survey Presentation

February 28, 2017



Agenda

Methodology

Key Findings

Overall Benefits and Challenges

Profile of Clinical Faculty Work

Impacts of Clinical Faculty Work

Satisfaction with Current Compensation

Compensation Model – Teaching Without Patient Care

Compensation Model – Teaching With Patient Care

Taking Action

METHODOLOGY

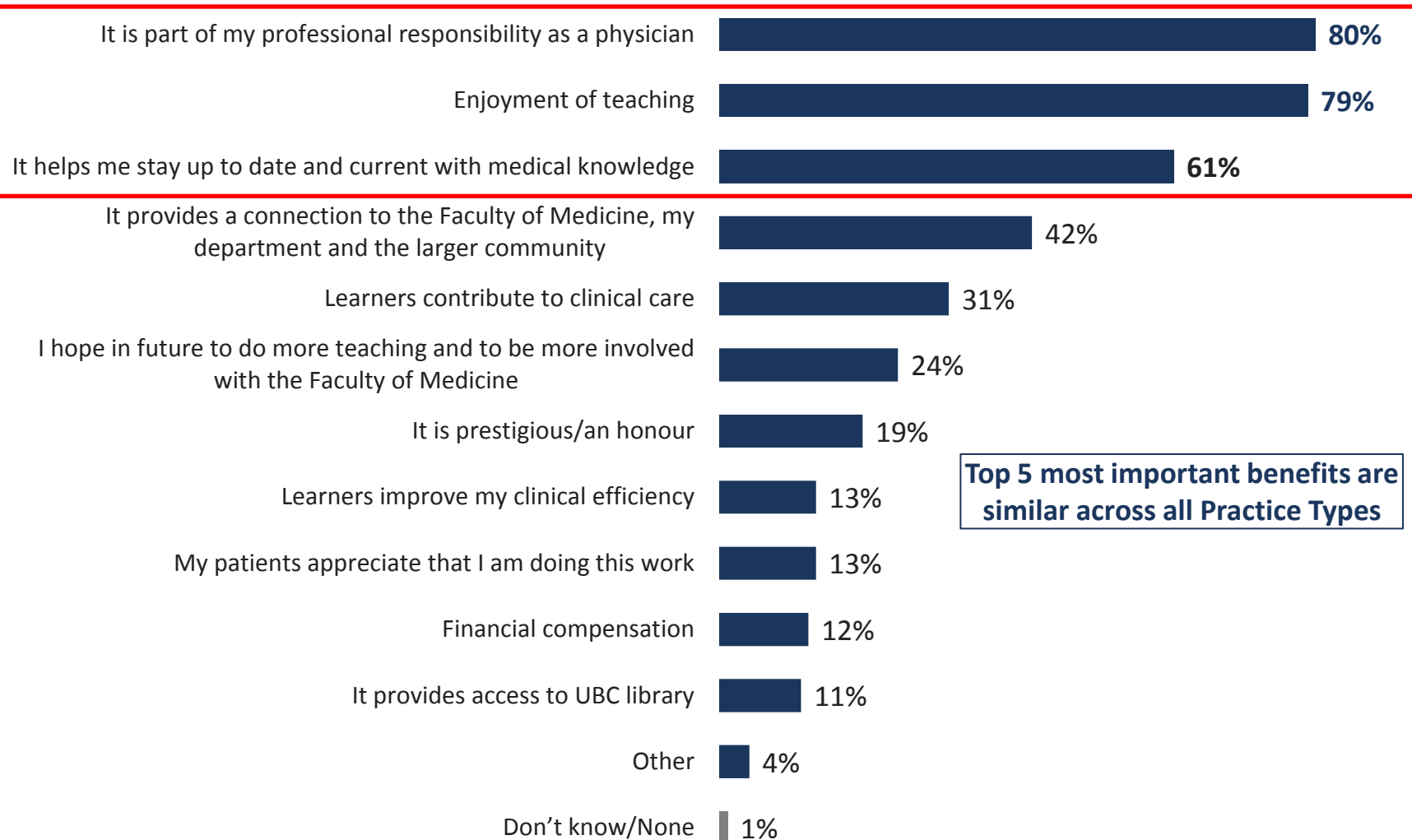
Methodology

- Online survey invitations sent via email to 10,024 Doctors of BC members
- Survey completed by 1,034 Doctors of BC members who self-identified as:
 - *Physicians who teach medical undergraduates and residents in their office, hospital or classroom*
 - Does not include tenured or tenure track professors in the Faculty of Medicine or residents
 - May include administrative and committee work associated with clinical teaching
- Response rate is 26% of estimated 4,000 Clinical Faculty in BC
- Overall margin of error is ± 2.6 percent, 19 times out of 20
- Survey provided respondents with link to the following document:
 - *Clinical Faculty Compensation Terms for Teaching in the MD Undergraduate and Postgraduate Programs*
- Survey fielded between January 23 and February 5, 2017

KEY FINDINGS

OVERALL BENEFITS AND CHALLENGES

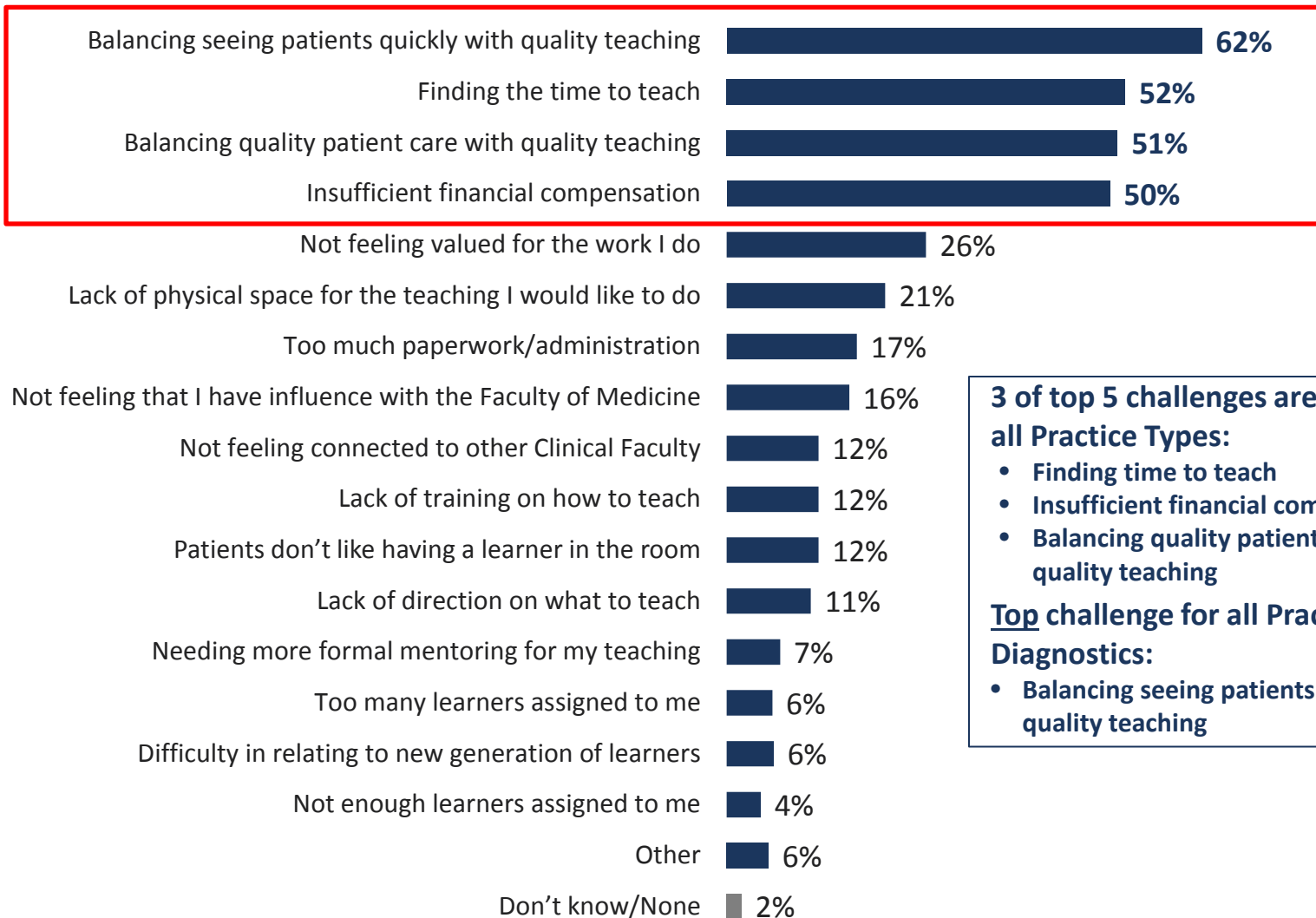
Most Important Benefits for Clinical Faculty Work



Q7. Which of the following (up to 5 items) are the most important benefits you receive for doing Clinical Faculty work?

© 2017 Ipsos BASE: All Clinical Faculty (n=1,034)

Most Important Challenges Faced in Clinical Faculty Work



3 of top 5 challenges are common to all Practice Types:

- Finding time to teach
- Insufficient financial compensation
- Balancing quality patient care with quality teaching

Top challenge for all Practices except Diagnostics:

- Balancing seeing patients quickly with quality teaching

Q8. Which of the following (up to 5 items) are the most important challenges you face in your Clinical Faculty work?

Improving Recognition Beyond Compensation

Discounts for UBC sponsored Continuing Medical Education 63%

Office Based GPs (78%)	Facility Based GPs (72%)	Blends (75%)	Community Practice/Education Facility (74%)
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*

Feedback and evaluation from learners and colleagues 50%

More opportunities for promotions and advancements 38%

Specialists (44%)	University Academic Campus (45%)
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*

Certificates and ceremonies for clinical teaching milestones 28%

Increased number of clinical teaching excellence awards 24%

Specialists (31%)	University Academic Campus (31%)
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*

A mentorship program 19%

Blended Payment (29%)

*

Other 9%

Don't know 9%

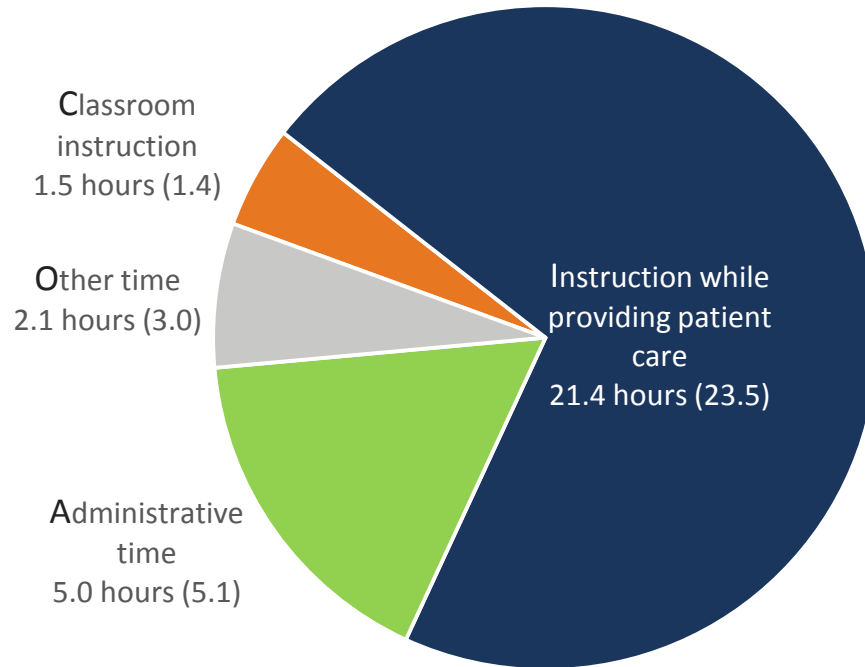
* significantly higher

Q10. Aside from compensation, how would you like to be recognized for your clinical teaching?

PROFILE OF CLINICAL FACULTY WORK

Mean Hours per Month Spent on Clinical Faculty Tasks*

- Classroom instruction
- Instruction while providing patient care
- Administrative time
- Other time



*2015 hours shown in parentheses

Practice Type	Base	Hours	
		2017	2015
Office Based GPs	n=191	19.9	23.6
Facility Based GPs	n=141	21.3	36.0
Specialists	n=510	33.7	36.2
Diagnostics	n=41	29.4	35.2
Blends	n=125	24.1	34.5
ALL PRACTICES	n=1,034	30.0	33.1

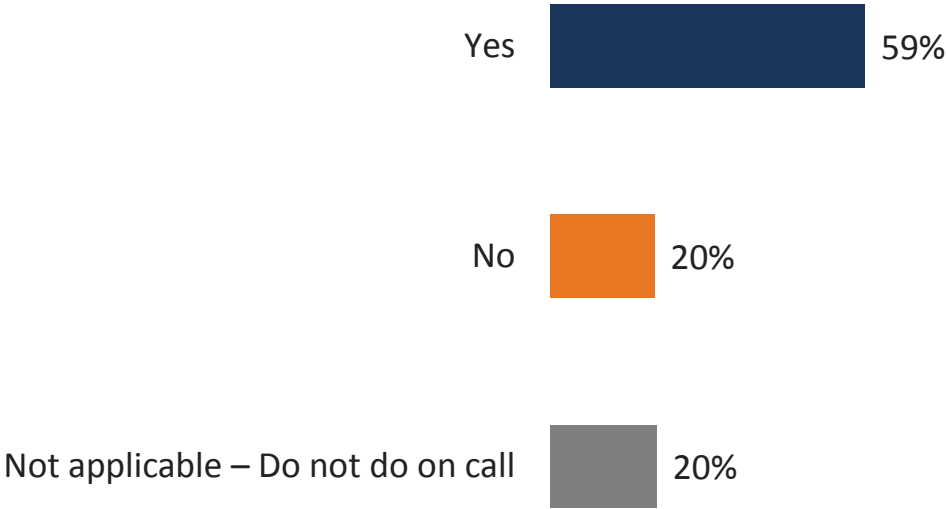
○ = significantly lower than in 2015

Task	Fee for Service	APP	Blended
Instruction while providing patient care	28.2	24.6	20.9
Administration	3.9	6.6	5.5
Classroom instruction	2.6	3.6	3.7
Other time	2	2.5	1.8
ALL PRACTICES	33.2	35.7	25.6


○ = significantly lower

Q11. How many hours in a typical month do you estimate that you spend on each of the following Clinical Faculty tasks?

Clinical Teaching While On Call



Practice Type	Base	% Yes
Office Based GPs	191	35%
Facility Based GPs	141	46%
Specialists	510	72%
Diagnostics	41	37%
Blends	125	78%
Payment Method		
Fee For Service	542	63%
APP	308	50%
Blended	147	69%

 = significantly higher than Clinical Faculty as a whole

Q12. Do you engage in clinical teaching while on call?
 BASE: All Clinical Faculty (n=1,034)

Students and Residents Instructed

Senior residents [R2 (PGY-2) in Family Practice, R3 or higher in any Royal College Program] 80%

Junior residents [R1 (PGY-1) in Family Practice, R1 and R2 (PGY-1 and PGY-2) in Royal College Specialty Programs] 77%

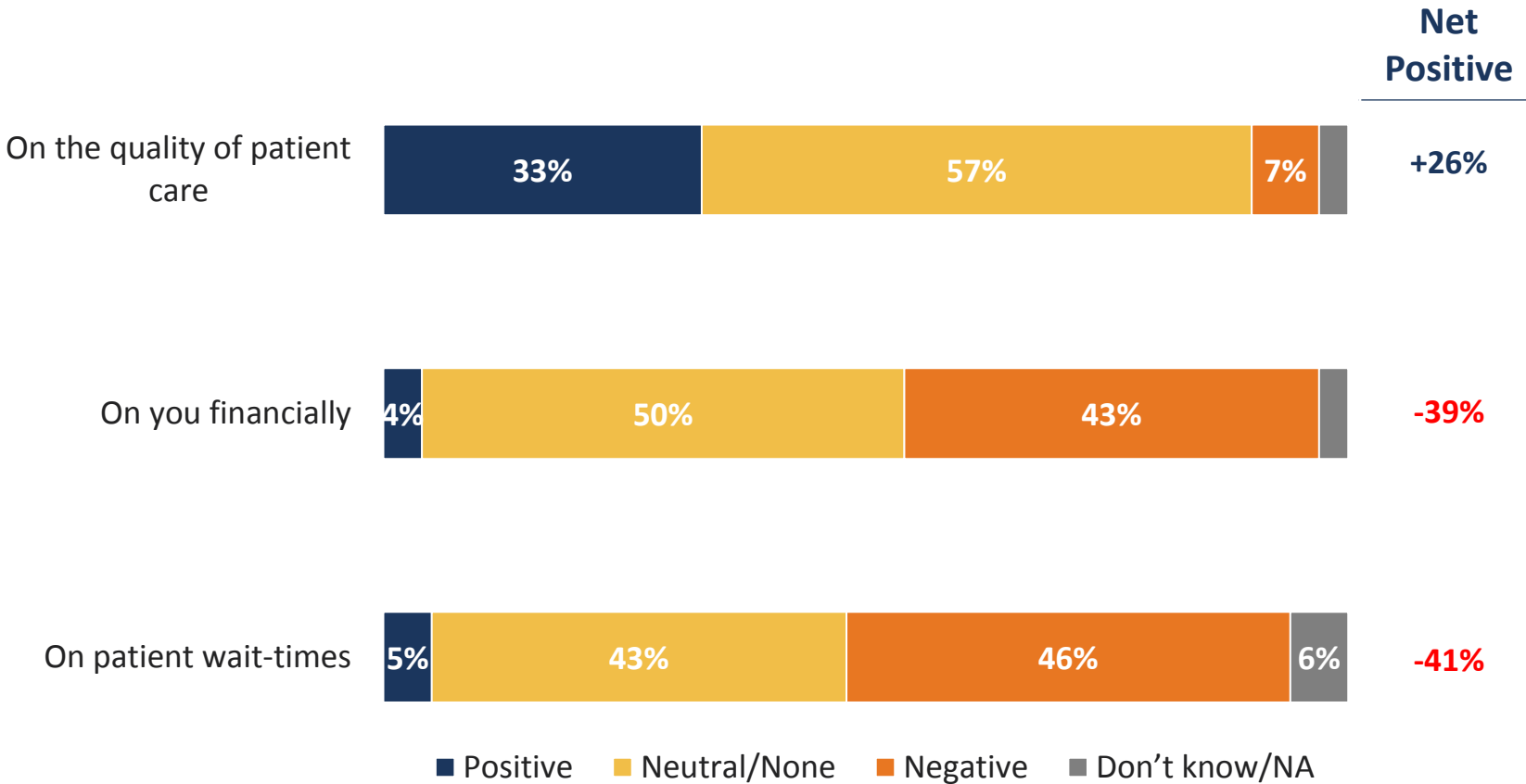
Senior medical students [3rd and 4th year medical students] 74%

Junior medical students [1st and 2nd year medical students] 33% Office Based GPs (n=162) = 58%

Q13. Which of the following do you instruct while providing patient care?

IMPACTS OF TEACHING

Impact of Clinical Faculty Work

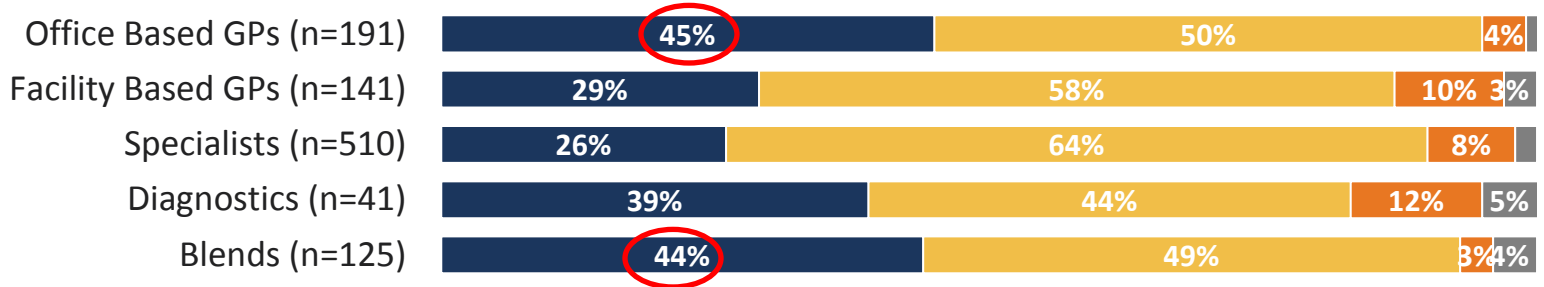


Q9. Overall, does your Clinical Faculty work have a positive or negative impact on each of the following?

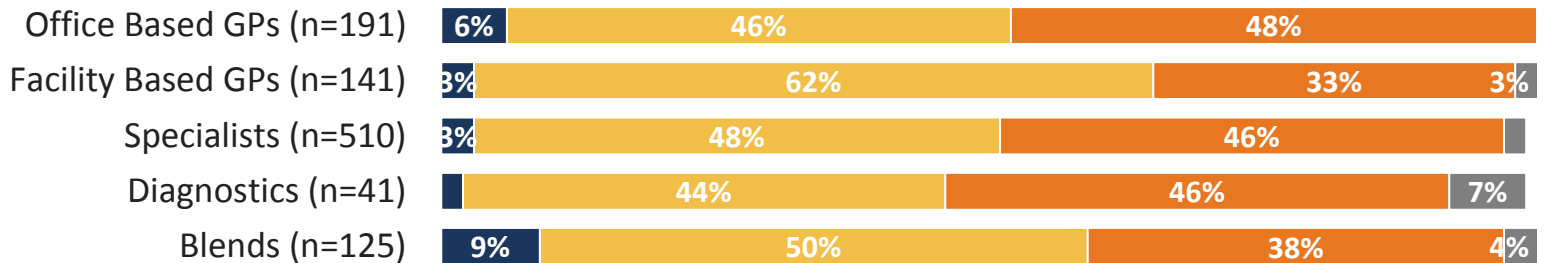
© 2017 Ipsos BASE: All Clinical Faculty (n=1,034)

Impact of Clinical Faculty Work—by Practice Type

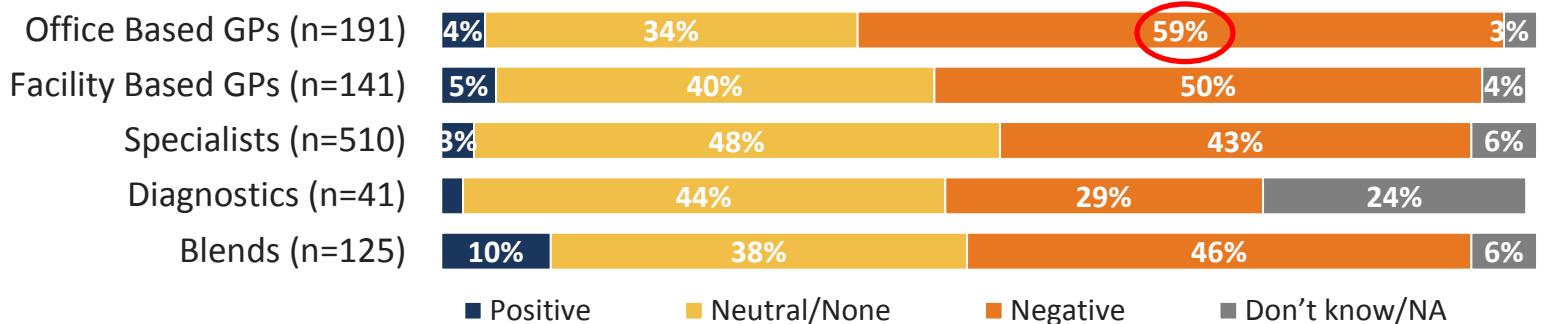
ON THE QUALITY OF PATIENT CARE



ON YOU FINANCIALLY



ON PATIENT WAIT-TIMES



■ Positive ■ Neutral/None ■ Negative ■ Don't know/NA

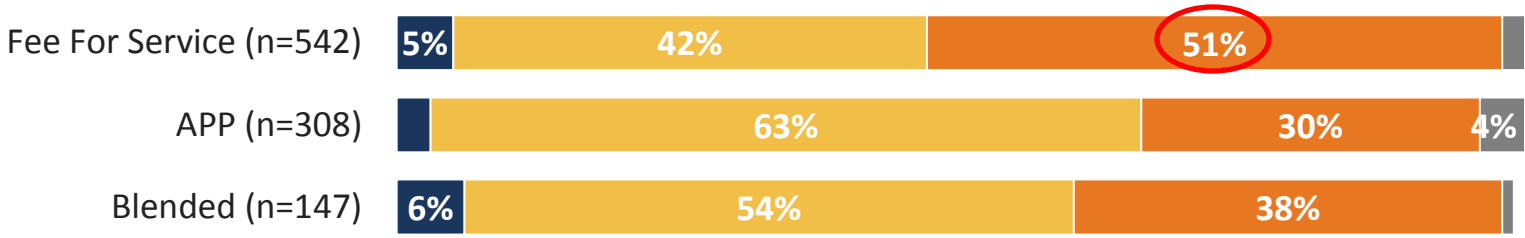
Q9. Overall, does your Clinical Faculty work have a positive or negative impact on each of the following?

Impact of Clinical Faculty Work—by Payment Type

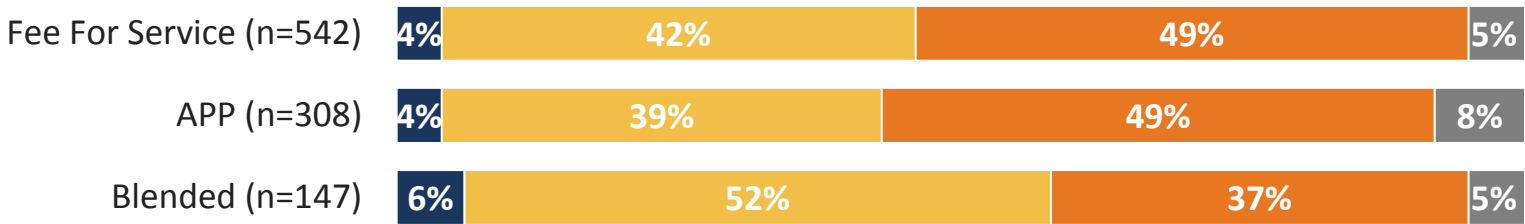
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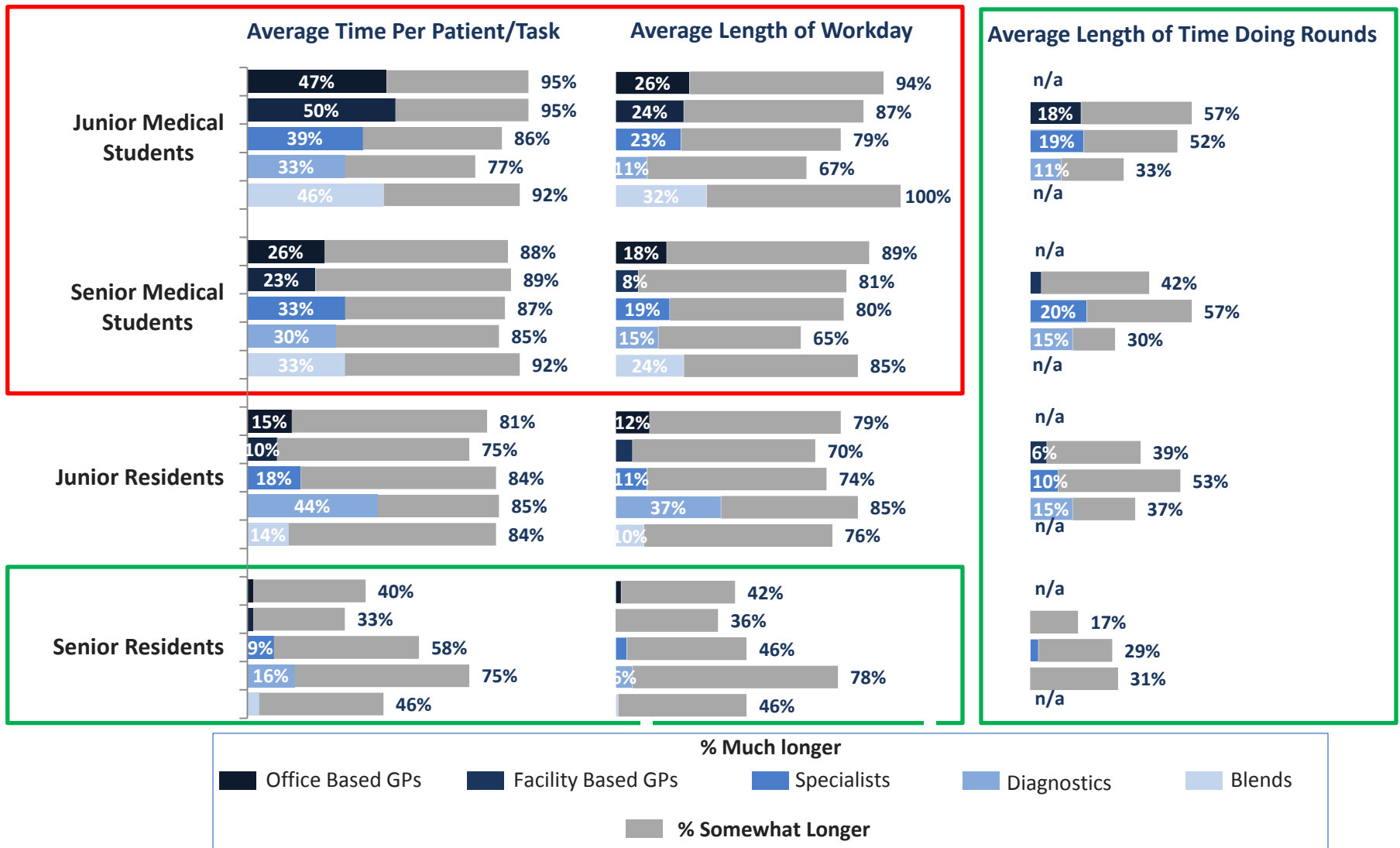
■ Positive ■ Neutral/None ■ Negative ■ Don't know/NA

Q9. Overall, does your Clinical Faculty work have a positive or negative impact on each of the following?

BASE: All Clinical Faculty (n=1,034)

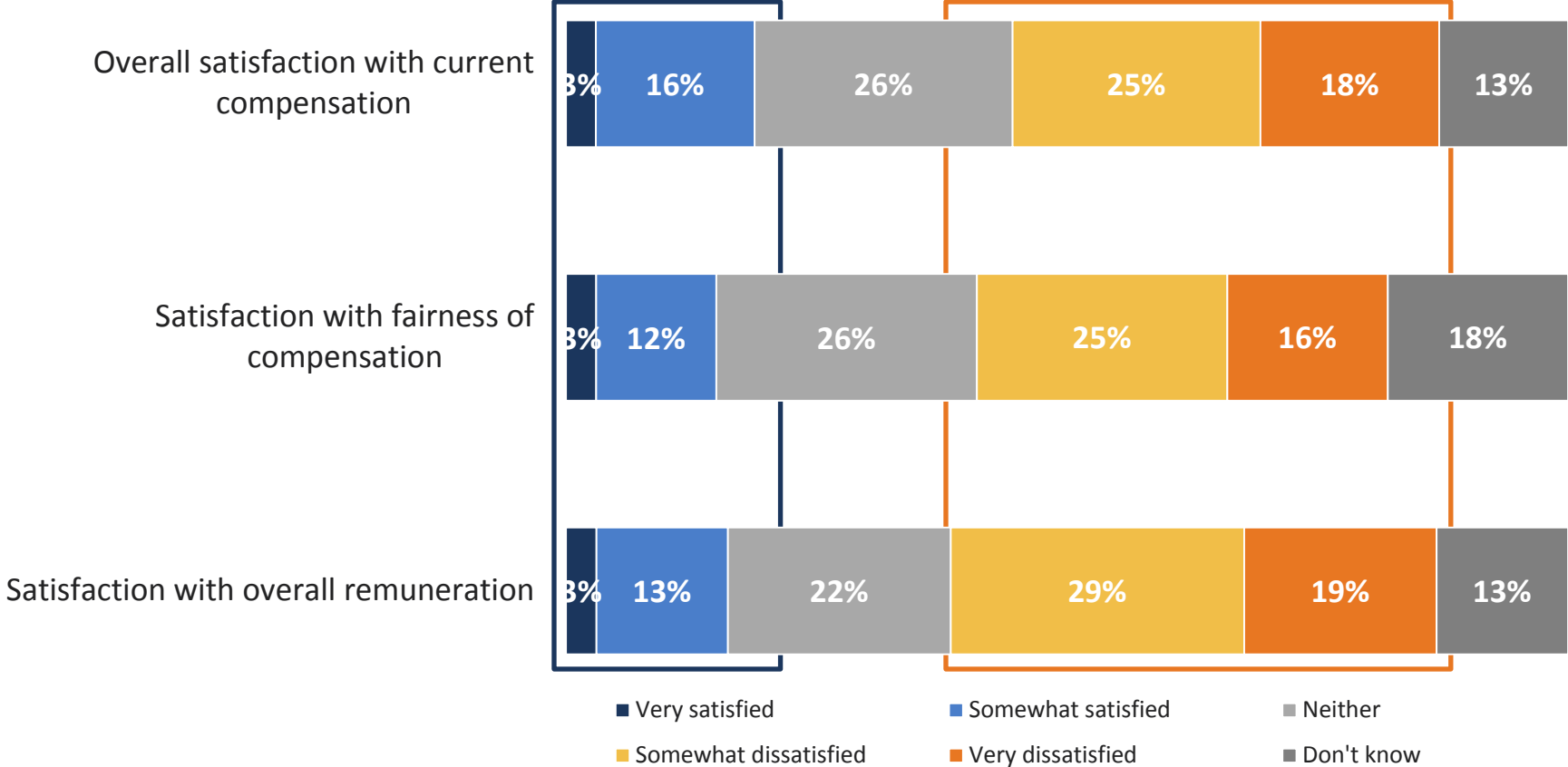
Time Impact of Providing Instruction During Patient Care

% Much/Somewhat Longer



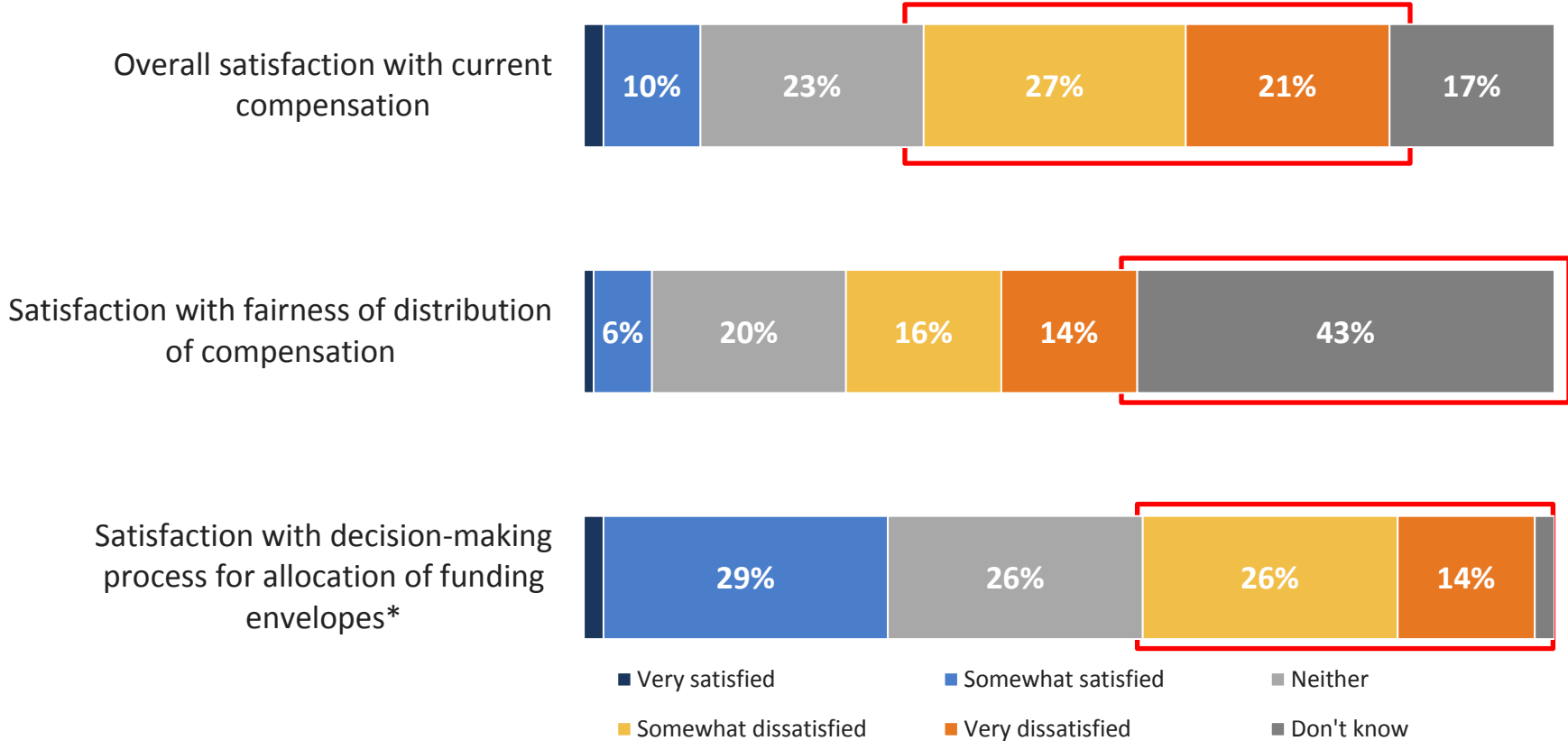
SATISFACTION WITH CURRENT COMPENSATION

Satisfaction with Compensation for Teaching in MD Undergraduate Program



Q17. Overall, how satisfied are you with your current compensation for Undergraduate Clinical Faculty Work?
 Q18. In particular, how satisfied are you with the fairness of the current compensation for Undergraduate Clinical Faculty work?
 Q19. And how satisfied are you with the overall remuneration of your Undergraduate Clinical Faculty work?
 BASE: All Clinical Faculty (n=1,034)

Satisfaction with Compensation for Teaching Residents in MD Postgraduate Program

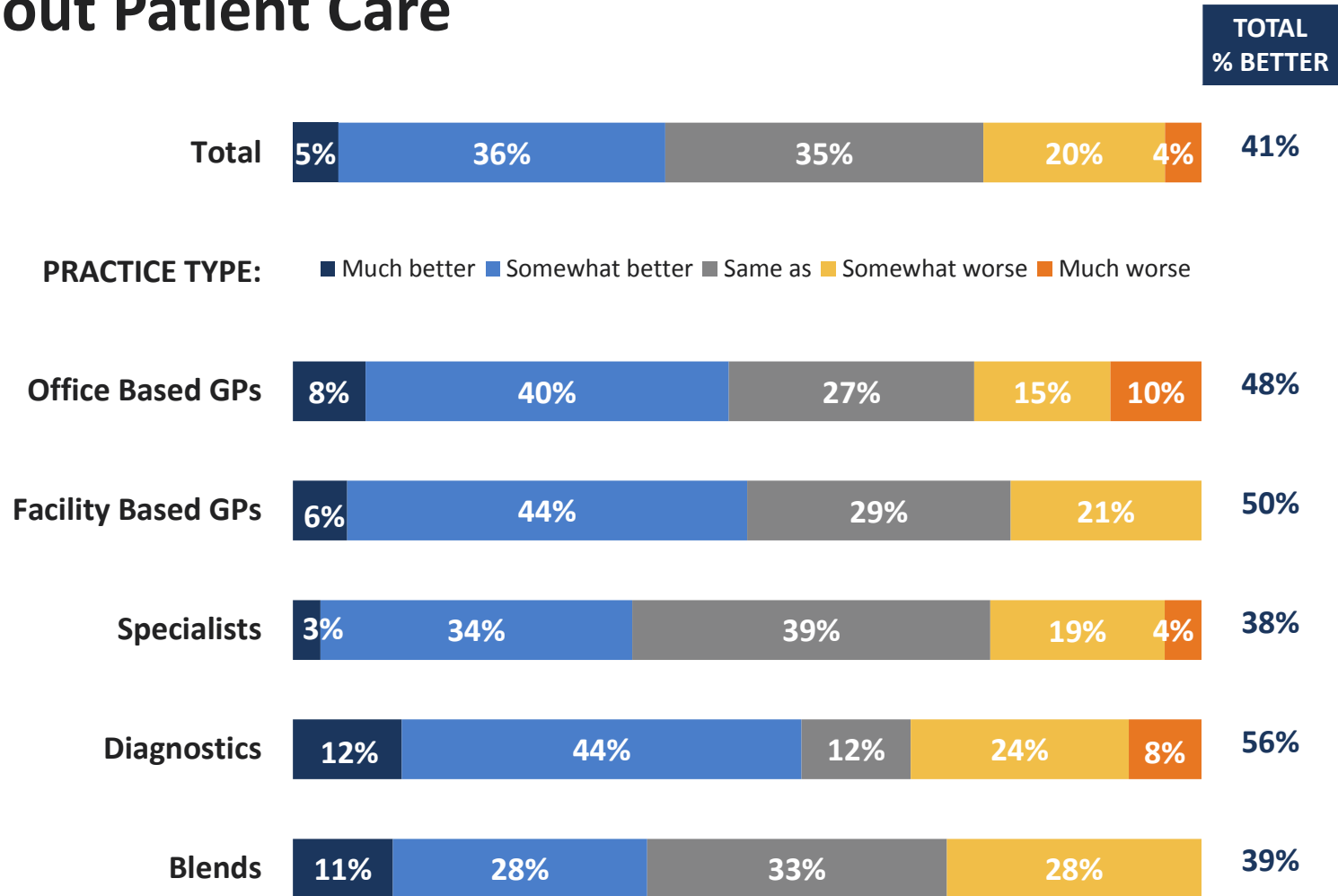


Q20. Overall, how satisfied are you with your current compensation for Postgraduate Clinical Faculty Work?
 Q23. How satisfied are you with the fairness of the distribution of compensation for Postgraduate Clinical Faculty work across Departments/Divisions?
 Q22. How satisfied are you with the decision-making process regarding the allocation of Clinical Faculty funding envelopes?
 BASE: All Clinical Faculty (n=1,034)
 *BASE: Involved in Clinical Faculty distribution committee decision-making process (n=42)

COMPENSATION MODEL

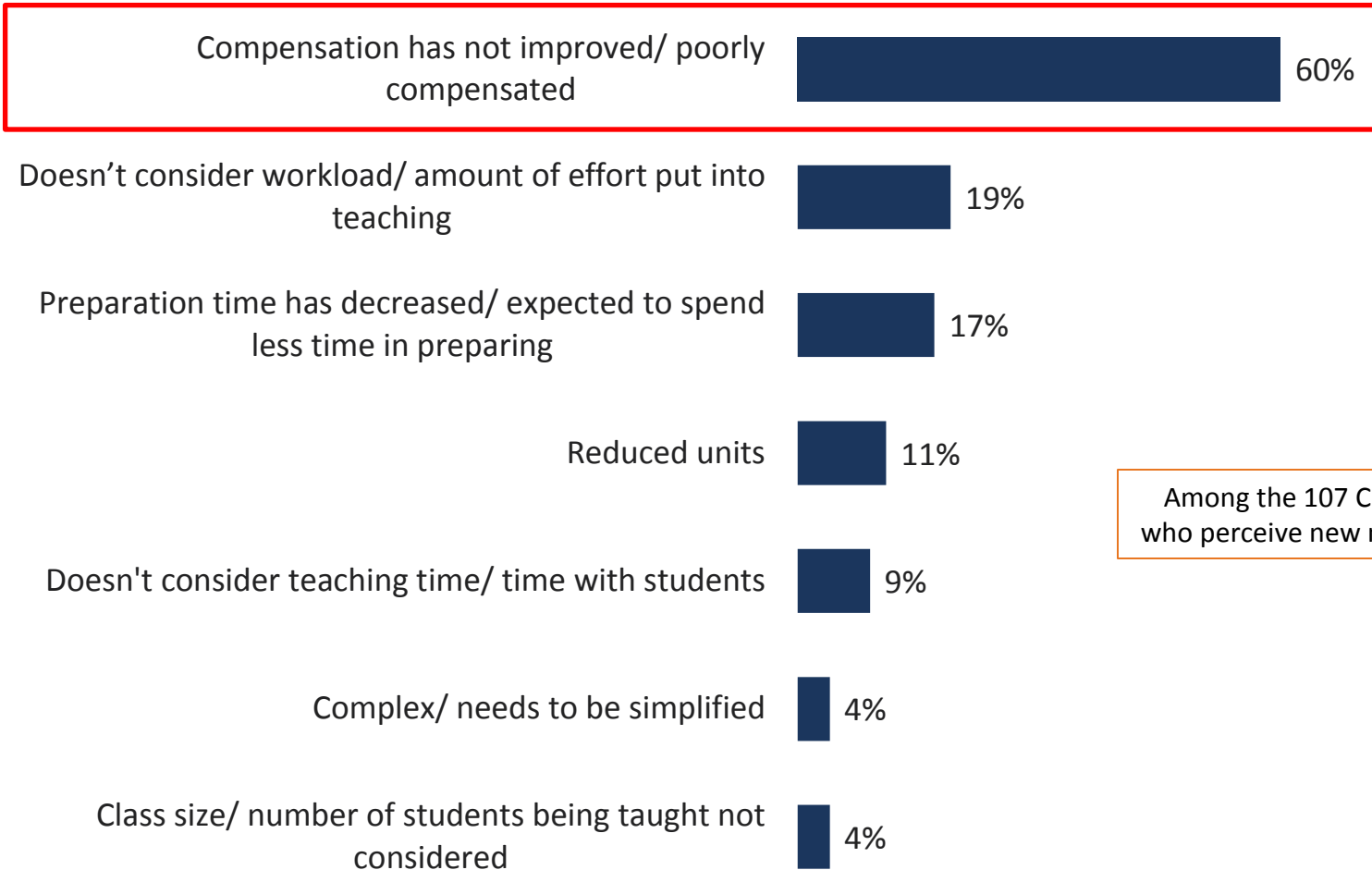
-Teaching Without Patient Care

Perception of New Compensation Model for Teaching Without Patient Care



Q24. Compared to the existing compensation model for teaching without patient care, would you describe the alternate model as better, about the same as, or worse?

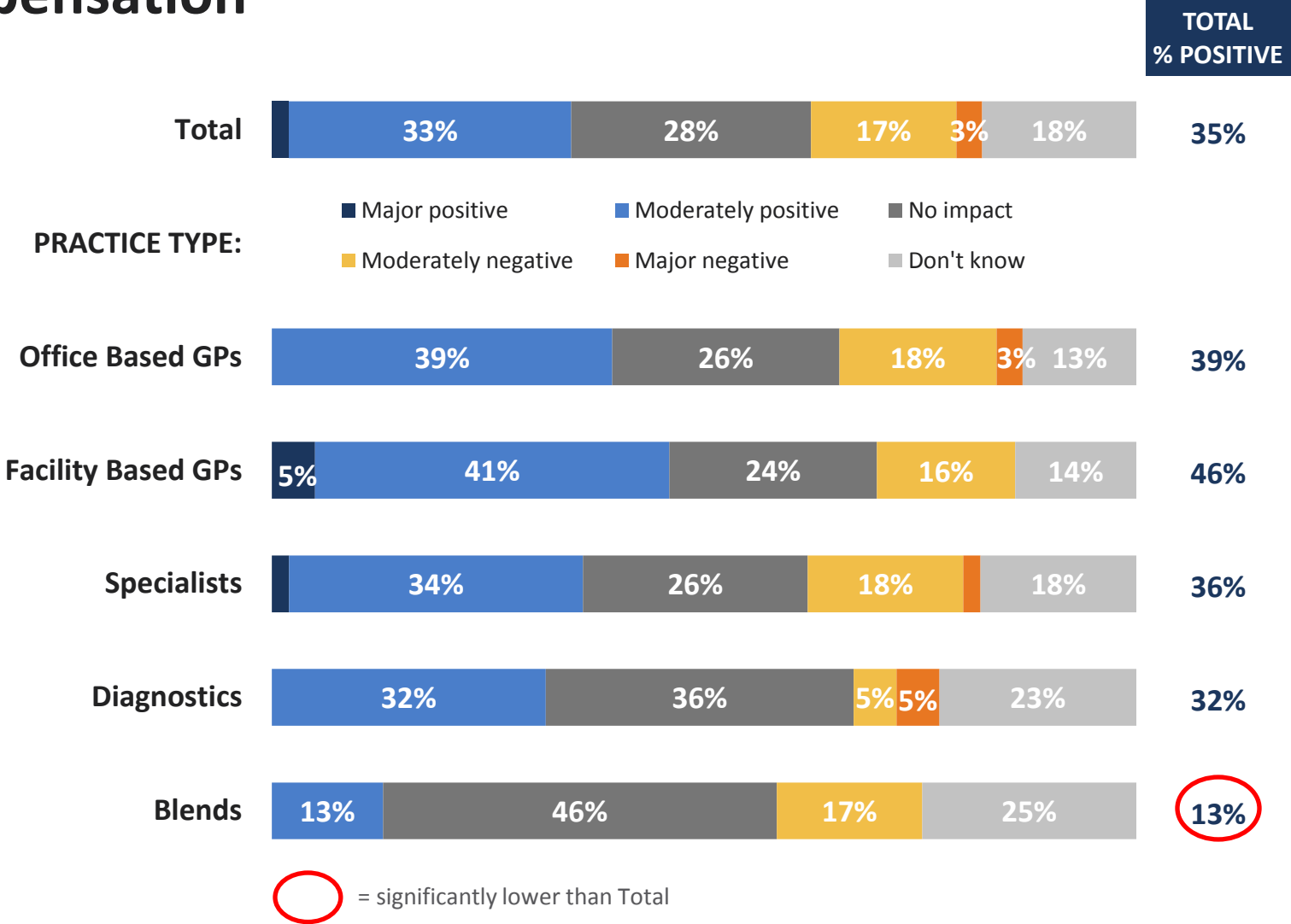
Aspects of New Model that Make it Worse than Current Model *(coded open-ended responses)*



Among the 107 Clinical Faculty who perceive new model as worse

Main mentions only

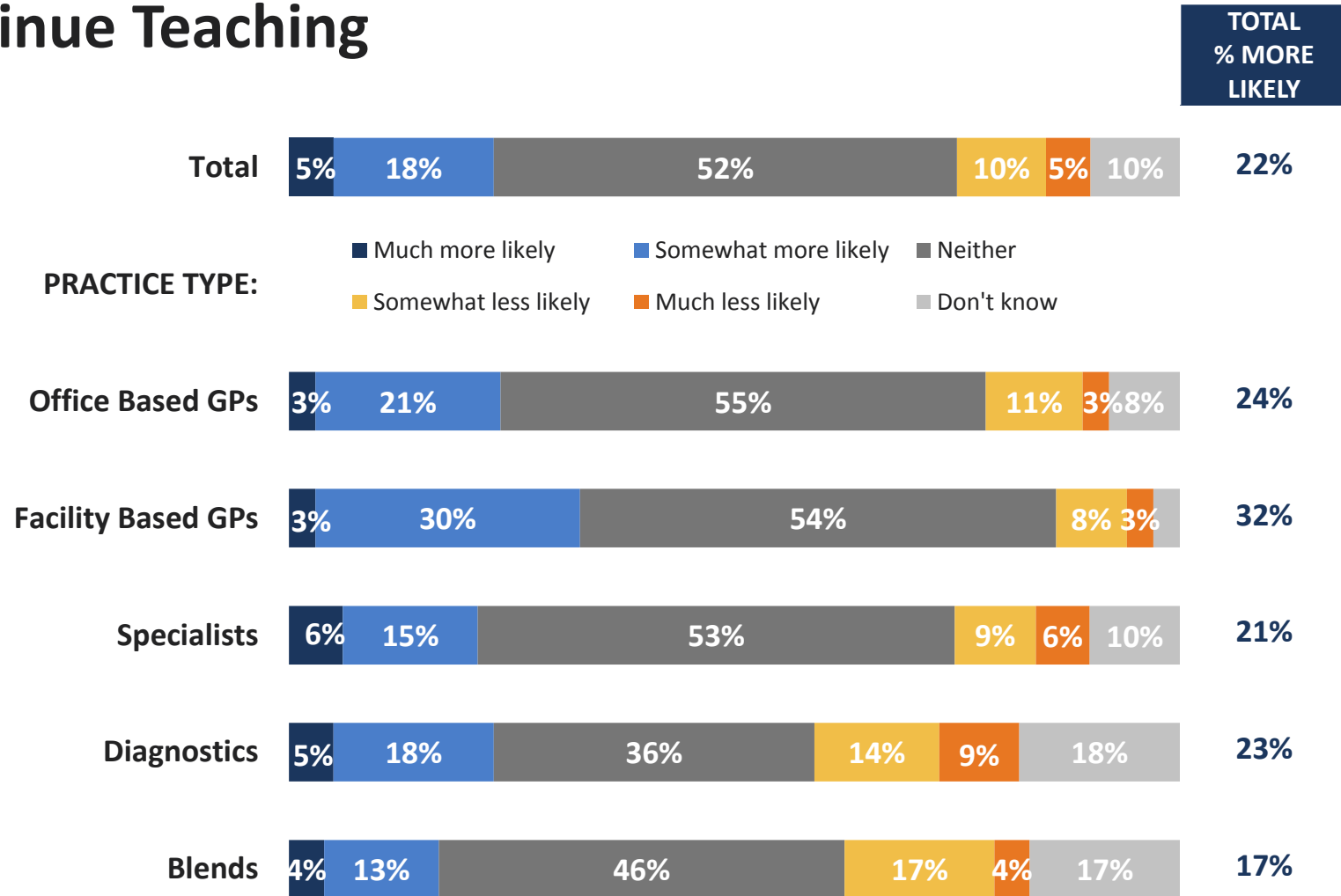
Impact of New Compensation Model on Current Compensation



Q26. What impact, if any, would you expect the new compensation model for teaching without patient care to have on your own compensation?

BASE: Rate new compensation model as better or worse (n=289)

Impact of New Compensation Model on Likelihood to Continue Teaching

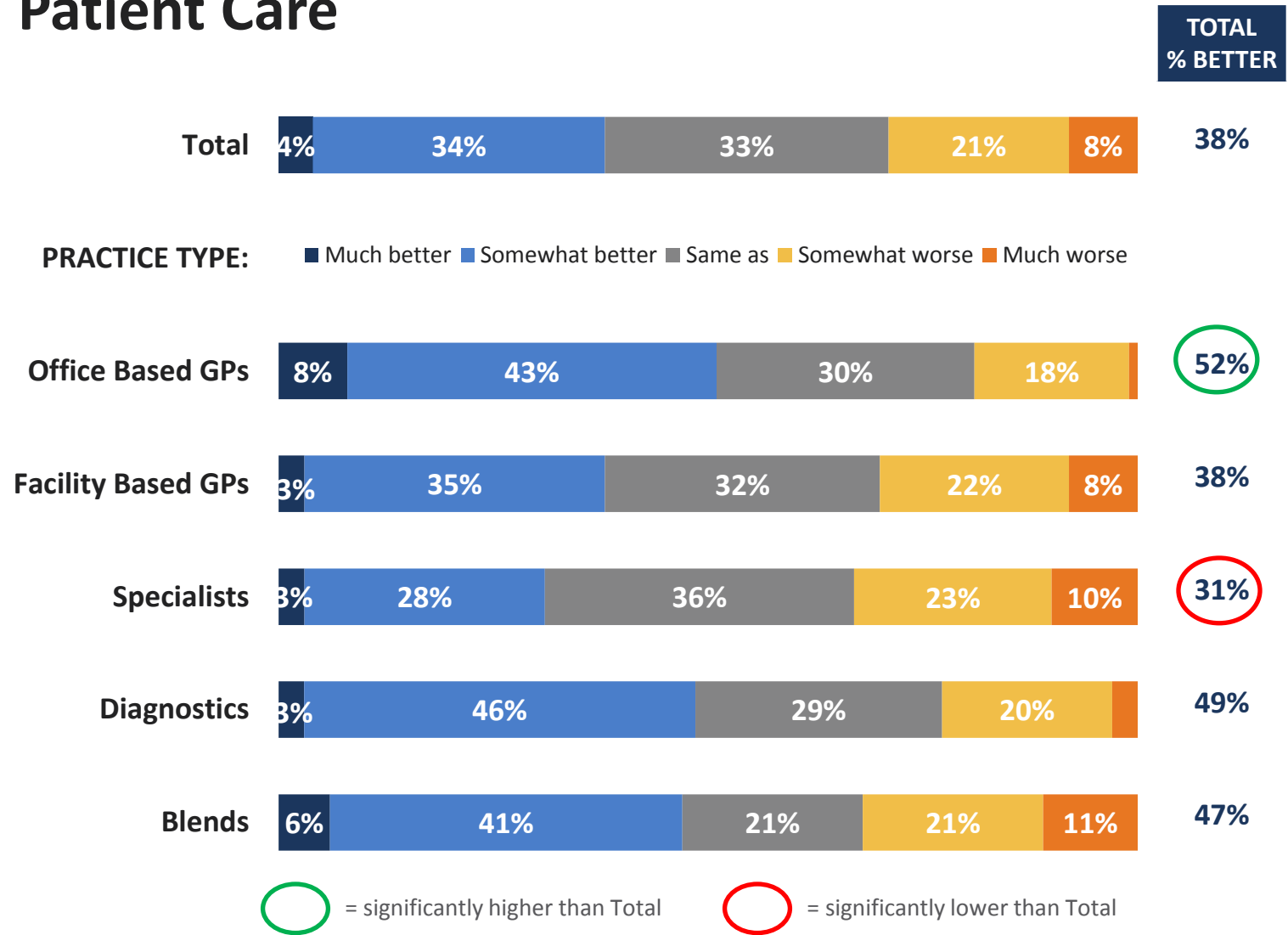


Q27. And if the new compensation model for teaching without patient care were implemented, would you be...?

COMPENSATION MODEL

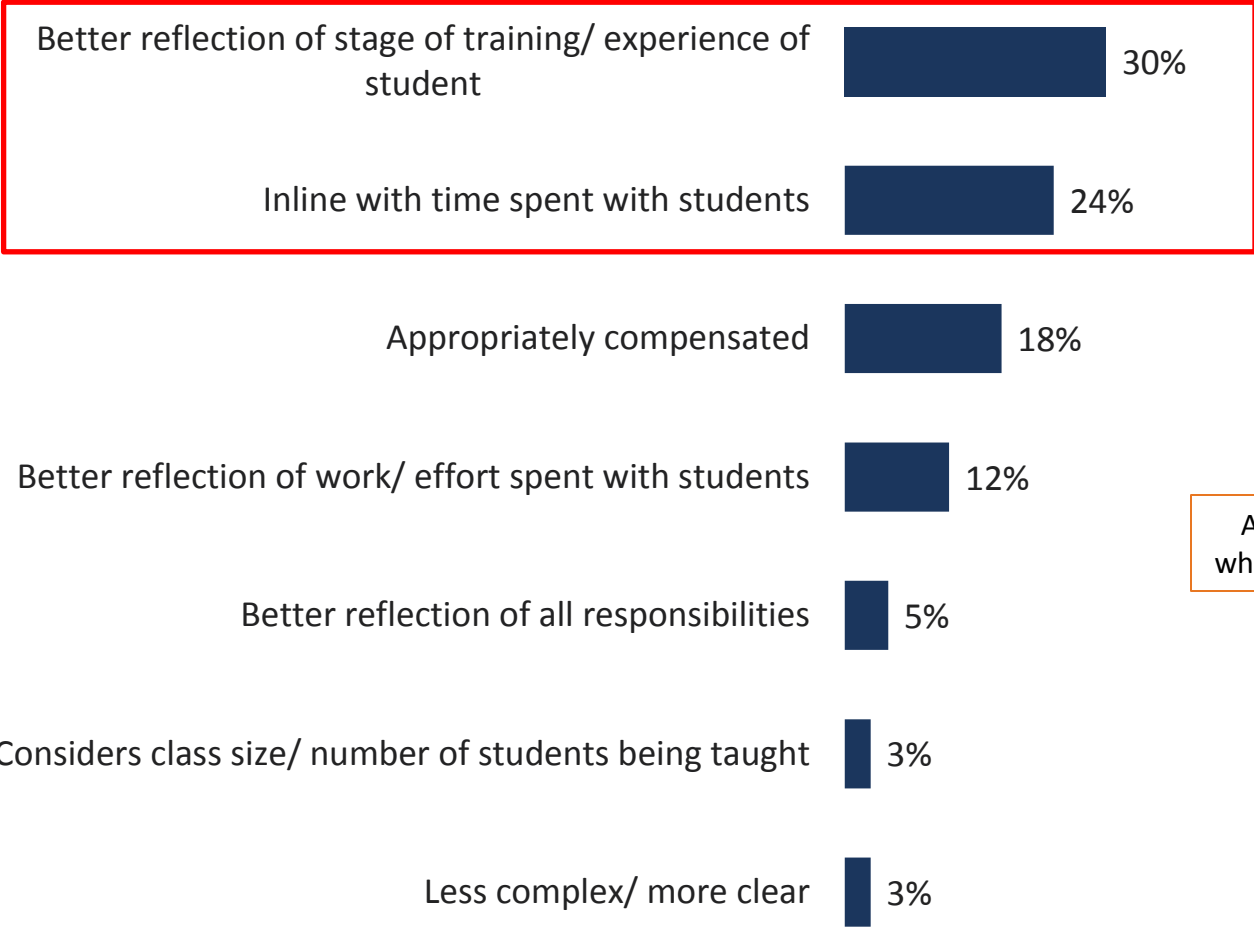
-Teaching With Patient Care

Perception of New Compensation Model for Teaching With Patient Care



Q28. Compared to the existing compensation model for teaching with patient care, would you describe the alternate model as better, about the same as, or worse?

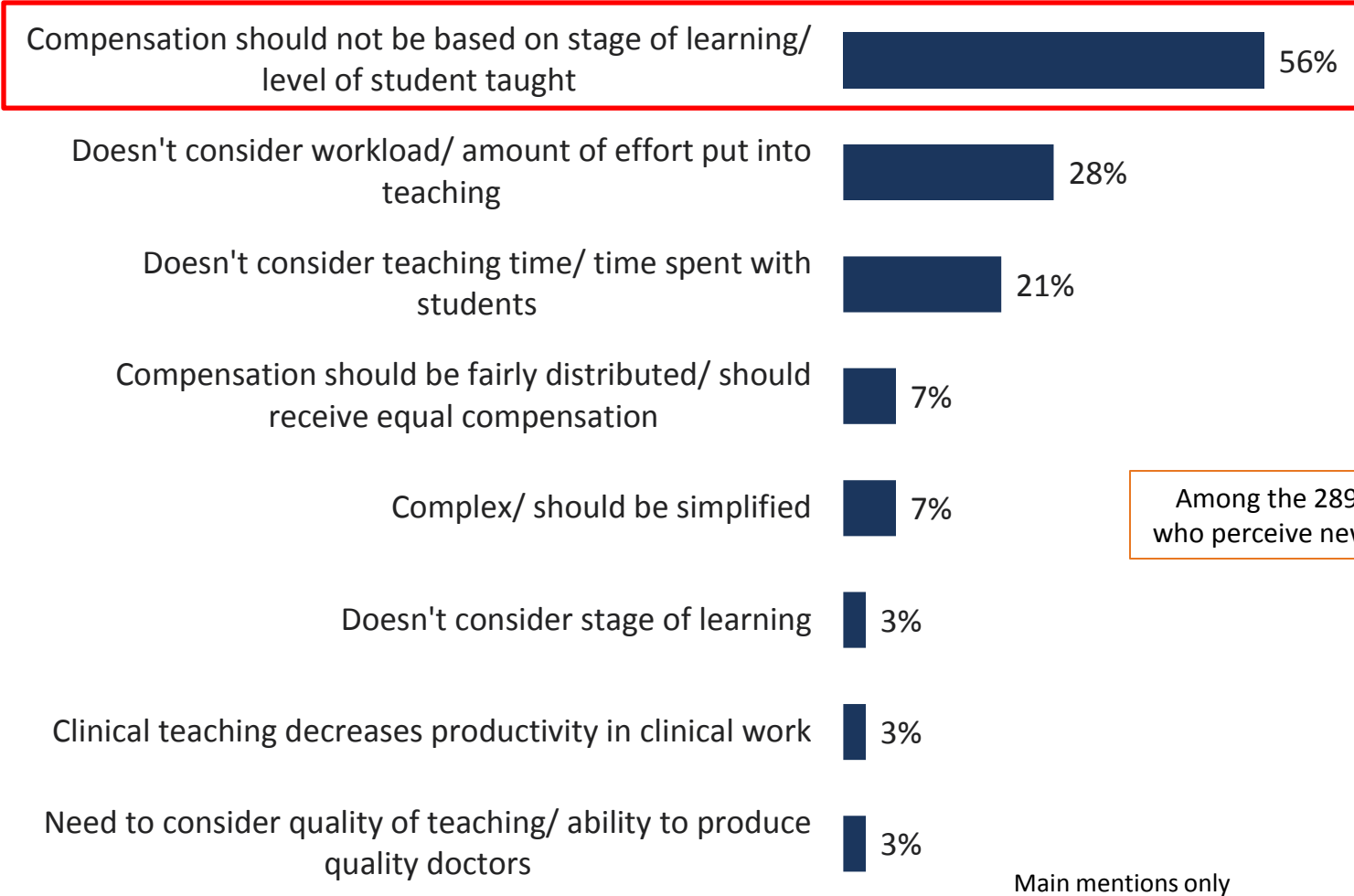
Aspects of New Model that Make it Better than Current Model *(coded open-ended responses)*



Among the 382 Clinical Faculty who perceive new model as better

Main mentions only

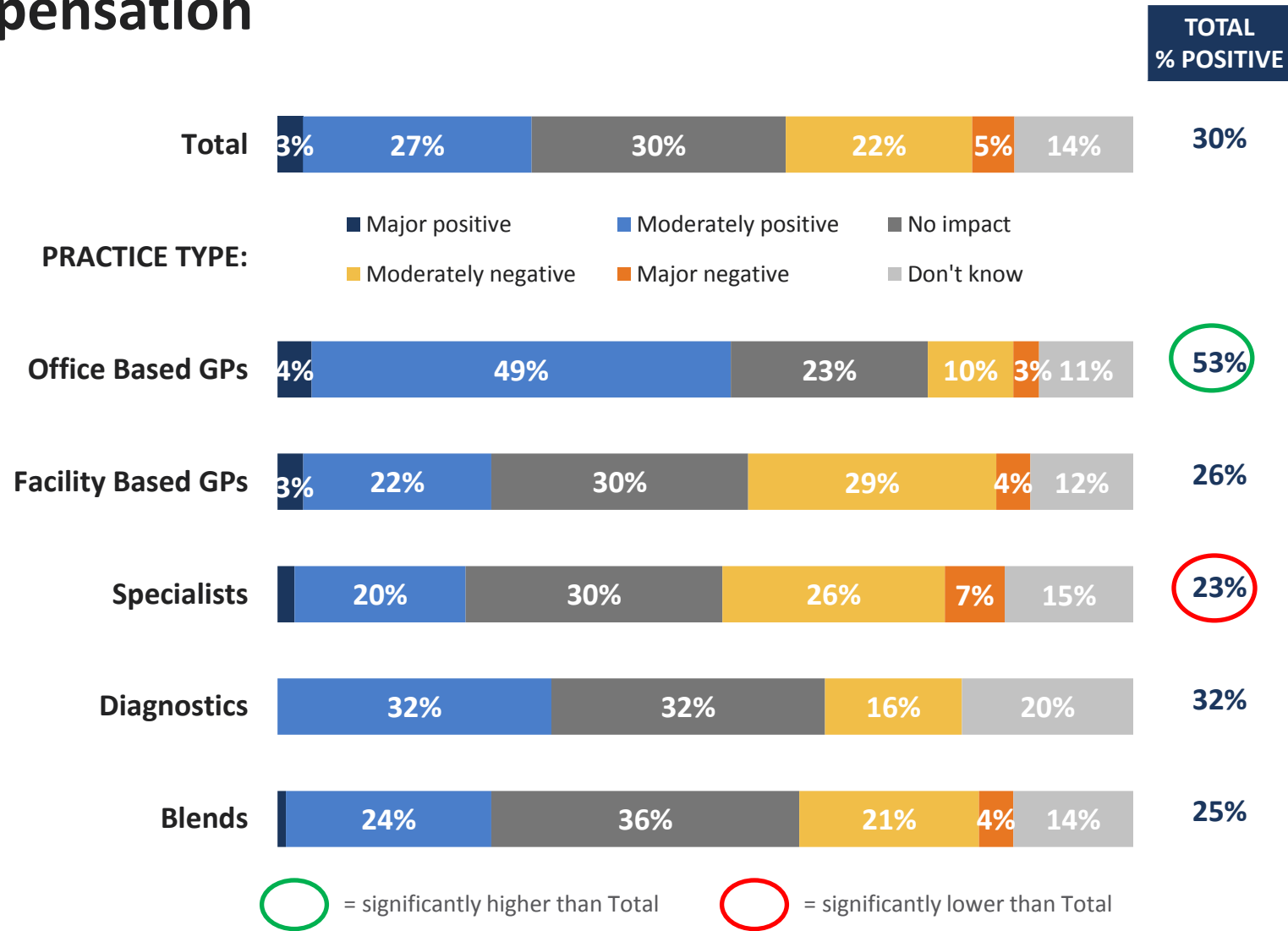
Aspects of New Model that Make it Worse than Current Model *(coded open-ended responses)*



Among the 289 Clinical Faculty who perceive new model as worse

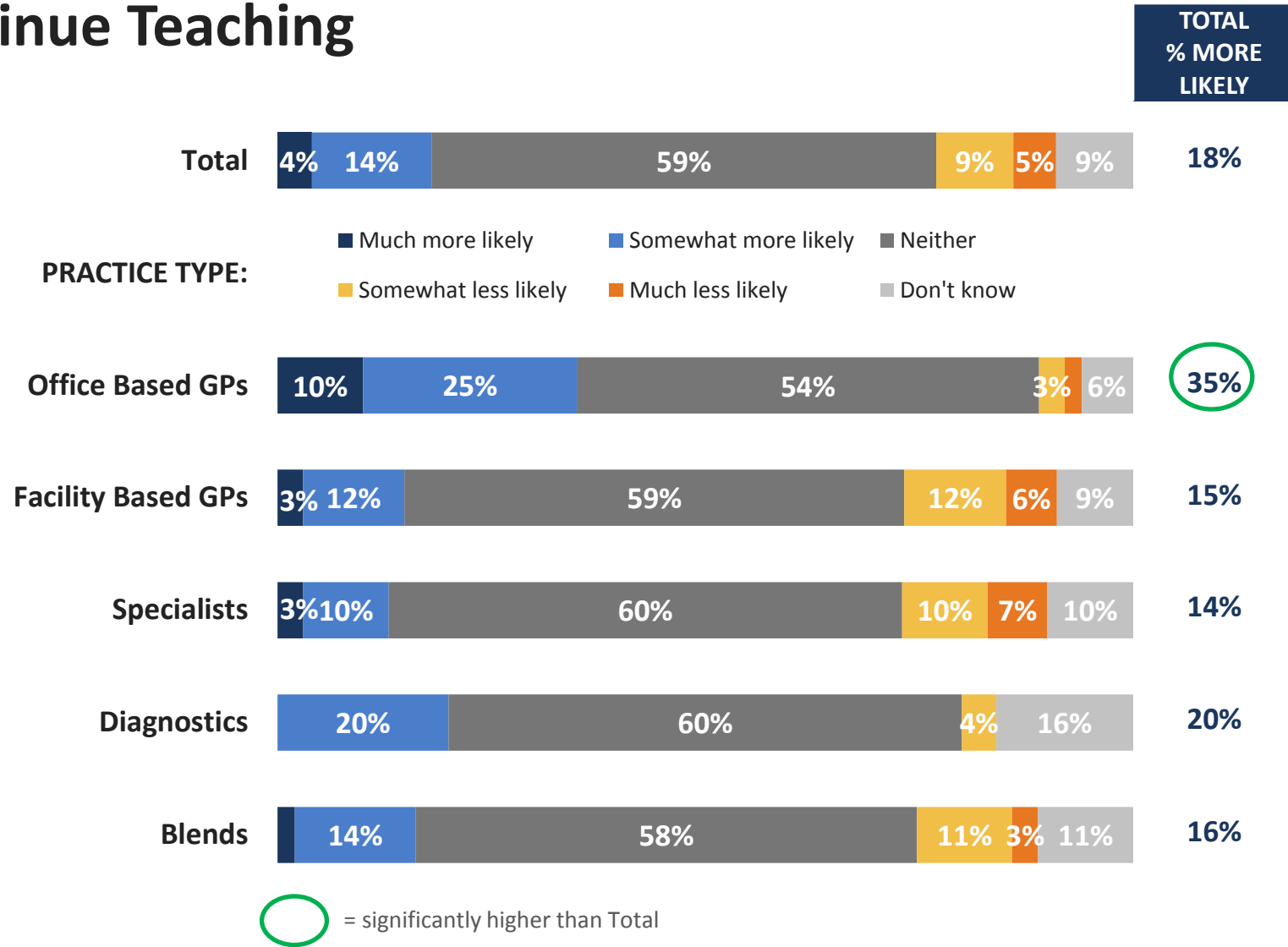
Main mentions only

Impact of New Compensation Model on Current Compensation



Q31. What impact, if any, would you expect the new compensation model for teaching with patient care to have on your own compensation?

Impact of New Compensation Model on Likelihood to Continue Teaching

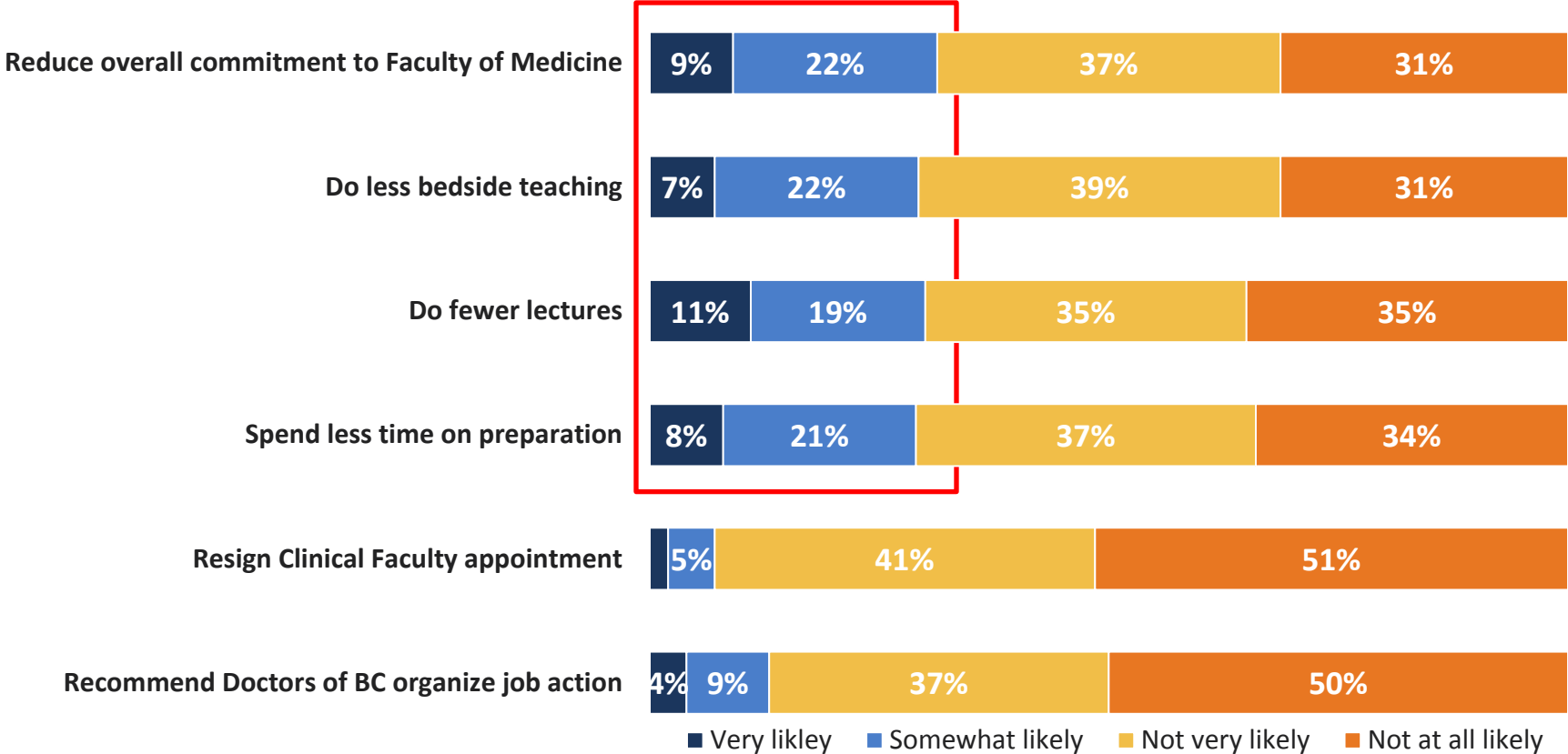


Q32. And if the new compensation model for teaching with patient care were implemented, would you be...?

TAKING ACTION

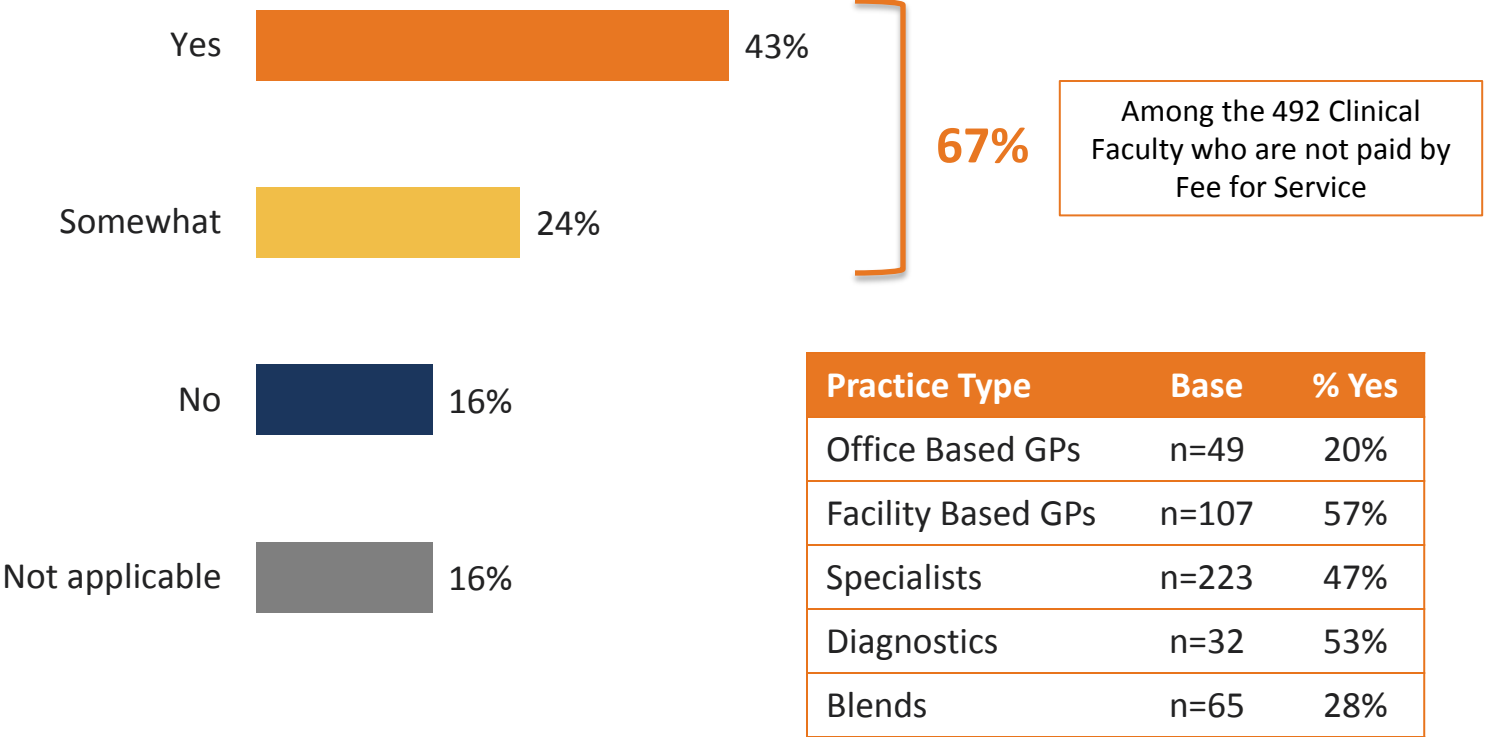
Likelihood of Taking Action if Compensation Concerns Not Addressed

**48% of Clinical Faculty are likely to take one of 6 actions
(46% of Clinical Faculty are likely to take one of top 5 actions)**



Q33. This survey asked for your feedback on compensation for clinical teaching. If your concerns about compensation for teaching are not addressed in the next year, how likely would you be to take any of the following actions?

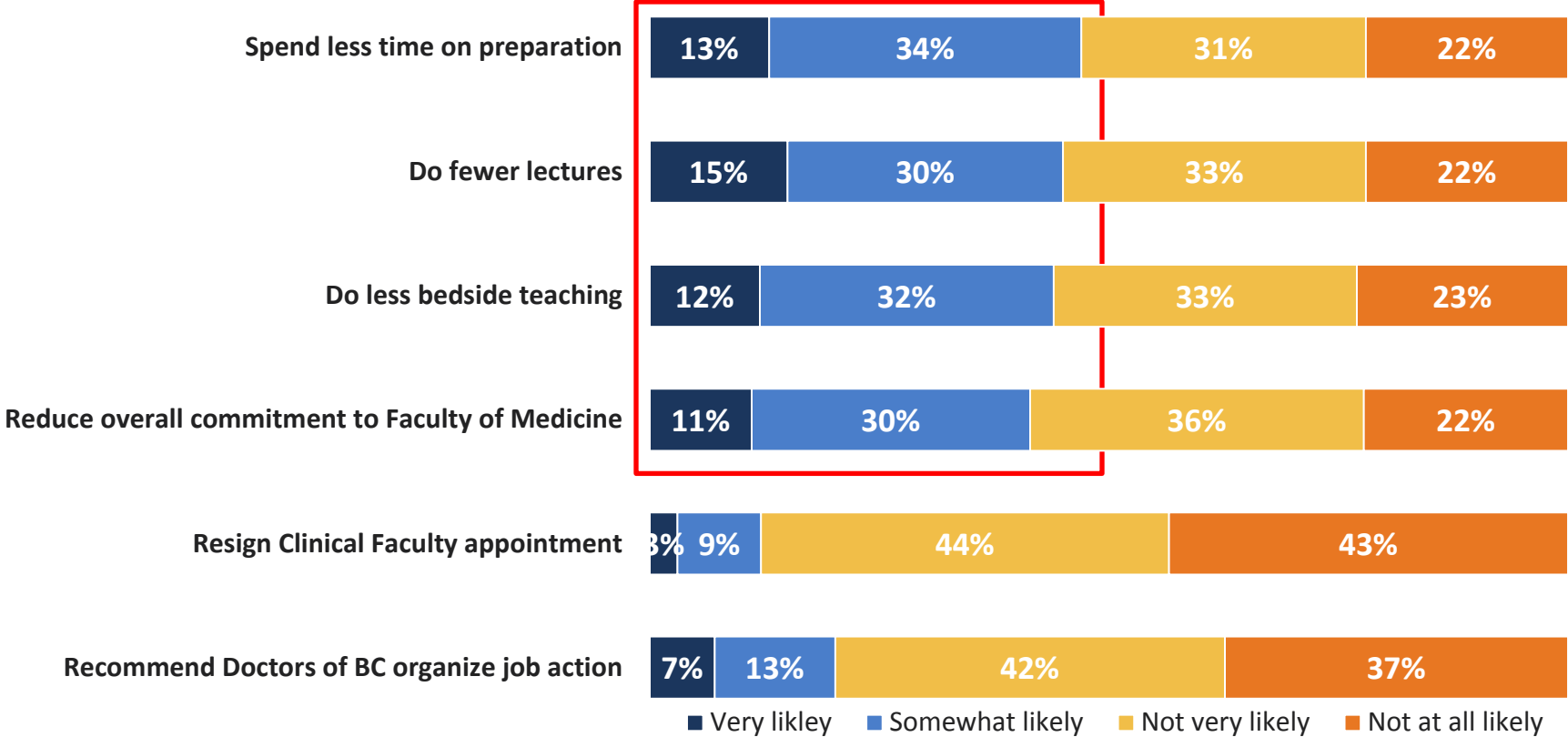
Increasing Clinical Workload Impacting Time Available to Teach Effectively



Q34. Do you feel increasing clinical workload under your AP contract is putting pressure on the time you have available to teach effectively?

Likelihood of Taking Action if No Action Taken to Protect Teaching Time

**68% of Clinical Faculty are likely to take one of 6 actions
(64% of Clinical Faculty are likely to take one of top 5 actions)**

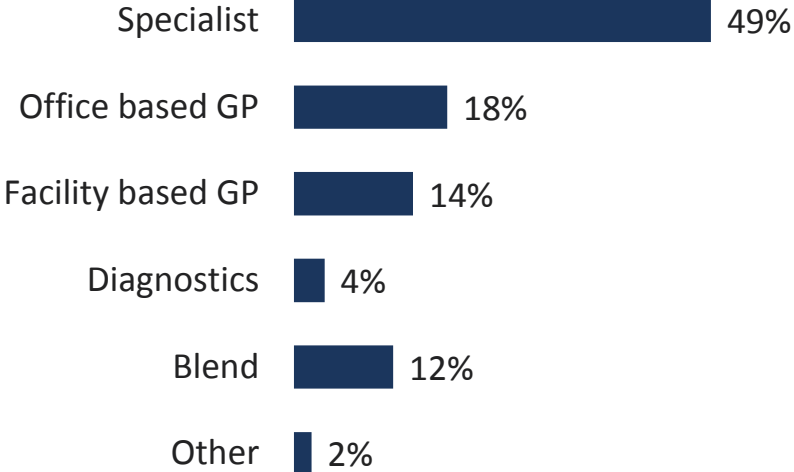


Q35. If no action is taken to protect teaching time in the next year, how likely would you be to take any of the following actions?
 BASE: Feel increasing clinical workload is putting pressure on time available to teach effectively (n=331)

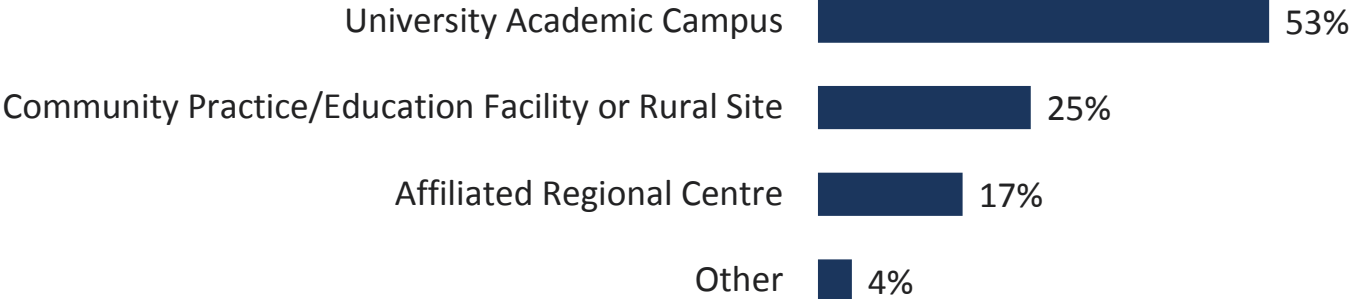
SAMPLE PROFILE

Sample Profile

PRACTICE TYPE:



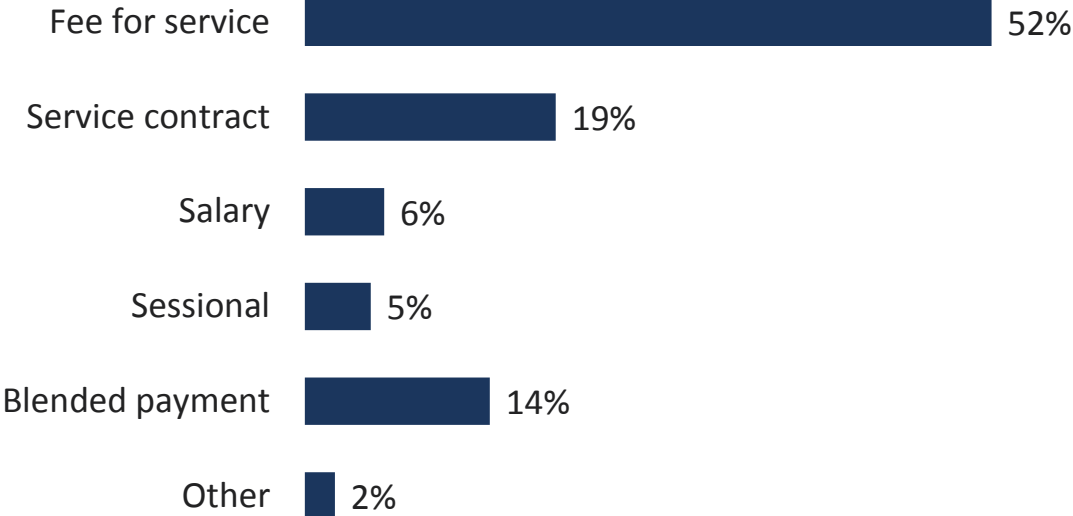
PRACTICE LOCATION:



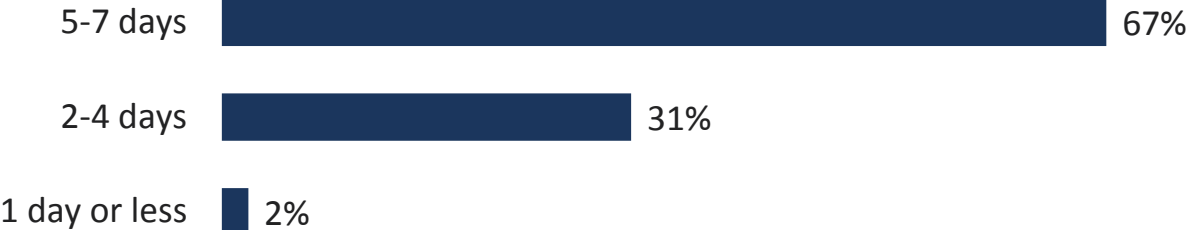
- Q2. Which of the following best describes how you currently practice?
- Q3. Which of the following best describes where you provide clinical teaching services?

Sample Profile

PAYMENT TYPE:



DAYS WORK PER WEEK:



Q4. Which of the following best describes how you are currently paid for your clinical work?

Q5. How many days do you work as a physician in a typical week?

BASE: All Clinical Faculty (n=1,034)