



March 13, 2026  
Dr. Sharmila Anandasabapathy  
Dean, Faculty of Medicine 317 - 2194 Health Sciences Mall  
Vancouver, BC Canada V6T 1Z3

### **Re: 2026 Clinical Faculty Working Group Joint Recommendations**

Dear Sharmila Anandasabapathy,

Pursuant to 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 November 2024, Doctors of BC conducted a Survey of physicians who are members of CF to identify issues of importance to them. 1,001 Doctors of BC members completed the survey, generating a response rate of 17%.

Some of the issues to highlight in the 2024 survey include:

**Administrative challenges:** 67% of CF members indicated that they would teach more if UBC provided increased administrative support.

**Opportunities to build and develop teaching skills:** 48% of CF members want to improve their teaching and assessment of learners; 35% want to improve the management of their challenging learner situations.

**Workload support:** 45% of CF members indicate that one of the most important challenges they face is finding time to teach, and 36% indicate a need to work additional hours to make up for the time taken away from seeing patients as a result of teaching.

Based on consultations between the parties and an analysis of the results of the Survey, the following are the joint recommendations of the CFWG:

#### **1. Communication of Progress made since the 2022 CFWG Joint Recommendation**

Many of the issues raised by CF members in the 2024 survey are related to issues that UBC has been actively working on, including:

- Concerns that once hired, CF feel disconnected from UBC and that there is a lack of onboarding processes. UBC is currently pursuing initiatives to improve orientation/onboarding of new CF members;
- A lack of faculty development opportunities to improve CF as preceptors. UBC is working on initiatives to further support faculty development;



- Administrative burdens associated with teaching continue to be a significant hurdle. UBC is prioritizing administrative burdens, and developing options to address them;
- Feeling isolated, disconnected and underappreciated. UBC is carrying out initiatives to improve the promotions process, including criteria for promotions;
- The sense of being powerless where negative feedback is received, and an inability to give negative feedback to students when warranted without the risk of retaliation. UBC is working on support for CF when it comes to their feedback concerns.

The CFWG discovered a gap in communications where CF members are unaware of UBC's initiatives in these areas. The CFWG is recommending that the UBC Faculty of Medicine (FoM) develops communications on the progress that has been made on these areas, and to work with the Doctors of BC on a communications strategy to disseminate this information to CF members.

## 2. Workload Support

The 2024 survey results highlighted that there are several areas where CF members are seeking greater support from UBC which could help preceptors with finding time to teach by reducing workload associated with teaching. This includes:

- General support with managing workload in teaching and clinical service requirements;
- Ensuring CF have access to appropriate teaching materials, and points of contact for questions;
- Support for Post Graduate (PG) CF to find and book space in hospitals, similar to the current UG processes in place;
- Improve scheduling practices of learners to address:
  - Equity in the allocation of learners with difficulty, and greater support for preceptors who have learners with difficulty,
  - Administrative support with scheduling,
  - Improve scheduling practices to better align students and preceptors,
  - Improve opportunities to teach residents, including in rural areas.

To address these challenges, UBC would need to engage with CF members to ensure a full understanding of the issues, and investigate internal changes required to improve the teaching environment. The CFWG recommends that the FoM use existing committees, councils and/or working groups to explore how they can better support CF workload management.

## 3. Transparency in Pay

The 2024 survey highlighted that PG CF members continue to seek greater transparency in pay. UBC has taken steps to support transparency in the allocation of funds for Post Graduate Programs, but the issue continues despite these efforts.

The CFWG recommends that the FoM continues to implement their commitments from the 2019 CFWG Joint Recommendations, including actively sending out a reminder to Department Heads on an annual basis requesting that they share their Post Graduate teaching payment allocation with clinical faculty.



#### **4. Communication of Existing Programs and Support**

The 2024 survey results continue to emphasize a need for improved communications of existing UBC programs and support systems. CF members require a means of accessing information 'in the moment'. CF members generally feel disconnected from UBC with no one to turn to for general support or for a quick answer to their questions as they arise.

The CFWG recommends that the FoM continues to explore processes identified in the 2022 CFWG Joint Recommendation, to support CF in finding information when they need it, and to navigate other campus-based processes. The CFWG recommends that the FoM explores using AI integration as well as a 1-800 number as a triage service to support CF who have program related questions and questions on campus-based processes.

The CFWG further recommends that the FoM and the Doctors of BC explore ways to support the development of enhanced networks at local levels, which could be used to support information sharing between the FoM and CF members.

#### **5. Learner Professionalism**

CF members have expressed concerns through the 2024 survey, about learner professionalism which is a source of increased frustration amongst faculty members, and acts as a disincentive to continue teaching, or to take on more teaching responsibilities. Concerns raised about students includes:

- Absenteeism, or leaving early without notice,
- Unprepared ahead of rotations,
- Punctuality,
- General lack of professionalism in communication and demeanor.

The CFWG recommends that the FoM explores opportunities to enhance student training around professionalism of learners, and to communicate to learners the expectations around their professionalism.

#### **6. General Compensation Issues**

Compensation for clinical teaching under the 2023 Terms of Compensation has increased by 15% which was a significant improvement. This increase, along with the 2% in 2020 brings the total amount of compensation increases to 17% over the past 18 years, since 2008. The Survey shows that 70% of respondents believe the current rate of \$106.03 per unit falls short of addressing CF concerns, which if not addressed, will likely impact the FoM's access to teaching resources.

The Survey shows that there is a trend of increasing dissatisfaction with compensation amongst CF where 62% (4% increase since 2021) of CF respondents identify that insufficient compensation for teaching is among their most significant concerns. 65% of UGME physicians are dissatisfied (an increase of 8% since 2021), and 64% of PGME are dissatisfied (an increase of 9% since 2021) with current compensation. If the compensation concern is not addressed, 84% of respondents those respondents who continue to have concerns, have indicated that they are likely to take action, including a reduction in their commitment to the FoM. The Doctors of BC members of the CFWG are issuing a separate recommendation to address this concern.



## 7. 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 CF 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,

A handwritten signature in blue ink, appearing to read 'D. Wensley'.

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

A handwritten signature in black ink, appearing to read 'D. Jones'.

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Dr. Dean Jones,  
CFWG Co-Chair, Faculty of Medicine, UBC

Copy:

Anthony Knight, CEO, Doctors of BC  
Paul Straszak, Chief Negotiator, Doctors of BC  
Amy Solmon, CFWG Representative, Faculty of Medicine  
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