



December 4, 2023

Drs. Wensley, Blouw and Lai
CFWG Representatives, Doctors of BC

Dr. Mike Allard, Ms. Shanda Jordan Gaetz, Ms. Jennifer Golinski and Dr. Dennis Bhui
CFWG Representatives, UBC Faculty of Medicine

Sent via email

Dear Colleagues,

Re: Response to Clinical Faculty Working Group Joint Recommendations

Thank you for your letter of September 27, 2022, outlining the recommendations of the Working Group after discussion of the 2021 Doctors of BC survey. I am appreciative of the efforts of Doctors of BC and of the Working Group to identify and work to address issues of concern to clinical faculty across the province.

The recommendations thoughtfully outlined areas of concern and potential actions that could be taken to address these items.

1. Learners/Trainees in Difficulty: While this has been an ongoing area of focus in both programs, there has not been a coordinated approach to review the processes and supports for preceptors who have learners/trainees who are experiencing difficulty. To build out a more integrated approach, the Office of the Vice Dean, Education, has established a working group comprising of both UGME and PGME representatives to review the processes around identifying and assigning learners in difficulty, and communication and supports for preceptors. We will also be engaging with preceptors who have had learners in difficulty or remediation to ensure there is understanding of what additional supports would most effectively support them.
2. Administrative Processes
 - a. Administrative Tasks, such as assessment: We have established an administrative team and will be consulting with clinical faculty to clarify challenges and look at opportunities and potential solutions to address concerns.
 - b. Feedback on Clinical Teaching: The policy on Assessment of Teachers by Learners is currently being reviewed. We are working to ensure there is clarity and separation between formal teacher assessment and the processes related to that, and the processes to address learning environment and/or mistreatment concerns.
 - c. Communication of support: As part of the Clinical Faculty Engagement Program, there are four areas of initial focus – appointment, promotion, communication and onboarding. The



work on appointments and promotion is nearing completion, and communication and onboarding projects are ramping up. The communication project will cover off multiple aspects, including how and when clinical faculty are and want to be communicated with, as well as things such as the website, to ensure clinical faculty have access to information they need, in places that they will intuitively look for it. Work is also already underway to update the teaching payment statements in TTPS, which we expect to be in place by July 2024.

3. Recognition/Appreciation: This has also been rolled under the Clinical Faculty Engagement Program, and these recommendations as well as those from the Clinical Faculty Advisory Council are being considered.
4. Promotion: A review of the promotion processes has been underway as part of the Clinical Faculty Engagement Program for over a year. A significant amount of work has been done to address challenges expressed by clinical faculty in terms of both appointment and promotion. This work is in the final stages of review, and it is expected that a revised Policy on Clinical Faculty Appointments will be approved in Spring 2024.
5. General Compensation Issues: A separate response has been provided.
6. Survey Updates: We are happy to work with the Doctors of BC on this.

Thank you for your continued engagement with the Faculty of Medicine and supporting the clinical faculty in the important work they do. We truly value the contributions of our clinical faculty members, and their important role in training the next generation of physicians.

Sincerely,

A handwritten signature in blue ink that reads "Dermot Kelleher".

Dermot Kelleher, MD, FRCP, FRCPI, FMedSci
Dean, Faculty of Medicine
University of British Columbia

Cc: Mr. Paul Straszak – Chief Negotiator, Doctors of BC
Mr. Anthony Knight – CEO, Doctors of BC
Mr. Dereck Eby – Negotiator, Doctors of BC