

September 04, 2015

Dr. Michael Nimmo
Faculty of Medicine Representative
Clinical Faculty Working Group

Dr. Gurdeep Parhar
Faculty of Medicine Representative
Clinical Faculty Working Group

Ms. Dale Dreffs
Faculty of Medicine Representative
Clinical Faculty Working Group

Re: Response to Dean's Letter dated July 14, 2015

We are writing to provide you with our response to the Dean's letter of July 14, 2015 which addresses the recent recommendations of the Clinical Faculty Working Group.

We are pleased to note that the Dean has substantially accepted the Working Group's recommendations on the non-monetary priorities that were identified to us through the recent survey of Clinical Faculty. We are also pleased to note that the Dean has recognized a continuing role for the Working Group to deal with issues of importance to the parties. While the Dean did not specifically agree to expand the terms of reference of the Working Group to track the implementation of the recommendations, or to establish an expert sub-committee to review the compensation model, we understand from Dr. Parhar's discussions with Mr. Straszak, that the Faculty of Medicine will seek the Working Group's input on the implementation of the initiatives set out in the Dean's letter.

We are disappointed, however, that the Dean has not accepted the Working Group's recommendation to review the terms of compensation as of July 2016 and instead has delayed the potential for a review to 2017. While Clinical Faculty identified non-monetary issues as a priority for the recent consultations, a review of compensation levels continues to be an issue of importance to members of Clinical Faculty which will need to be addressed in our next consultations per the Letter of Intent.

In the interim, we will work with the FOM through the Clinical Faculty Working Group to support the implementation of the Clinical Faculty priorities set out in the Dean's letter and hope to be in a position to demonstrate concrete progress over the course of the next year.

In response to Dr. Parhar's invitation to set out how we would like to be involved in the implementation of the initiatives, we propose that the Clinical Faculty Working Group meet shortly to discuss the following agenda items:

- Presentation by FOM on the Teaching and Tracking Payment System, with a view to identifying the information that will be available to:
 - Capture teaching activities and provide detail on assignments and associated payments
 - Assist in the review, reappointment and promotion of Clinical Faculty
 - Facilitate in the recognition of Clinical Faculty

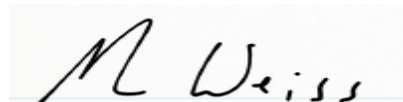
- Discussion on how the FOM is planning to address the initiatives outlined in the Dean's letter and how the CFWG can provide feedback to support their effective implementation. Specific areas we would like to address include:
 - Protected time for academic activities - what are the mechanisms by which FOM can influence protecting such time, and what can other members of the committee do to assist?
 - Compensation model
 - Recognition of Clinical Faculty
 - Mentoring and Professional Development
 - Streamlining the Review, Reappointment and Promotion Processes

We look forward to working with the Faculty of Medicine through the Clinical Faculty Working Group to make effective improvements for members of Clinical Faculty at UBC over the course of the coming months.

Yours sincerely,



Dr. David Haughton
 Doctors of BC Representative
 Clinical Faculty Working Group



Dr. Margaret Weiss
 Doctors of BC Representative
 Clinical Faculty Working Group



Dr. Luay Dindo
 Doctors of BC Representative
 Clinical Faculty Working Group

cc Dr Dermot Kelleher, Dean, Faculty of Medicine, UBC
 Dr. Gavin Stuart, Vice Provost Health, UBC
 Mr. Allan Seckel, CEO, Doctors of BC
 Dr. Charles Webb, President, Doctors of BC