



July 14, 2015

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

Dr Michael Nimmo
Representative, Faculty of Medicine, UBC
Clinical Faculty Ad Hoc Working Group

Dear Dr. Haughton and Dr. Nimmo:

Re: Response to Recommendations of Clinical Faculty Ad Hoc Working Group

I would like to thank you and the members of the Clinical Faculty Ad Hoc Group (the Group) for your work and for providing me with your recommendations and a copy of the Doctors of BC Survey results. I am encouraged to see that the recommendations do not suggest any major revisions to the Compensation Terms or to the Dispute Resolution Process which are scheduled to be revised by June 30, 2015. Minor changes to these documents will be made to improve clarity and efficiencies and to add compensable activities resulting from the curriculum renewal.

The recommendations of the Group relate to increasing the recognition of the contributions of Clinical Faculty, ensuring time for academic activities is protected, enhancing mentoring programs, increasing input by Clinical Faculty. The Group provides examples of how this may be accomplished.

I will respond to each of these recommendations.

Recognition of Clinical Faculty

The FoM understands the significant contribution made by the Clinical Faculty and will continue to embrace and foster a culture of value and respect. The Teaching Tracking and Payment System, which will be implemented over the next few months in the MD Undergraduate Program, will help capture the teaching activities of individual Clinical Faculty members, and will provide quarterly statements detailing the assigned undergraduate teaching and any associated payments. The system will help facilitate the recognition of Clinical Faculty, more timely payments, and will provide teaching data required for reappointment and promotion. .

The contributions of Clinical Faculty can be recognized through various means. I will ask the Clinical Faculty Affairs Committee to review this matter, including your suggestions, and other potential methods of recognition to bring forward to the Faculty for consideration

Protected Time for academic activities

The FoM will continue to work within its sphere of influence to ensure that time set aside for Clinical Faculty in service, salaried or sessional contracts is honored.

Compensation Model/ Administrative Efficiencies

The current compensation model is complex and difficult to administer efficiently. An examination and review of alternative models would be welcome. The FoM will determine the best way to conduct such a review and assess whether a more efficient and/or equitable system is feasible. Any such review would include input from Clinical Faculty, those administering the system, and other stakeholders.

Mentoring and Professional Development

Mentoring and Professional Development initiatives are important to ensuring that Clinical Faculty feel supported in their academic activities. Various mentoring and professional development programs exist within different departments/schools and the FoM will explore how to enhance these to more specifically support the needs of Clinical Faculty.

General/other issues

1. A recommendation of a two year renewal of The Clinical Faculty Compensation Terms is being made to the Faculty Executive Committee. As above, we believe the time is right to review at the compensation model, and estimate it will take more than a year to explore options and consult stakeholders.
2. I am pleased that the Clinical Faculty Ad Hoc Working Group continues to be a success and I hope that the Group will continue to meet.
3. I would encourage the Joint Committee to identify opportunities for UBC and the Doctors of BC to exchange views on system-wide policy initiatives or policy reviews pertinent to Clinical Faculty, and to bring these issues to the attention of the respective parties as appropriate.

I, along with my executive team, value the recommendations of the Clinical Faculty Ad Hoc Group and look forward to your next report.

Yours sincerely,



Gavin C.E. Stuart, MD, FRCSC
Dean, Faculty of Medicine and Vice Provost Health
University of British Columbia

Cc: Dr. Charles Webb, *President, Doctors of BC*
Mr. Allan Seckel, *CEO, Doctors of BC*