

NOAMA LEG Lead Meeting

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NOAMA Co-chairs
November 4, 2022

AFP Negotiations Background

Mission

NOAMA provides collegial and transparent Governance to the NOAMA Alternate Funding Plan to promote the recruitment, retention, and academic activities of the Physician Clinical Teachers Association members.

Vision

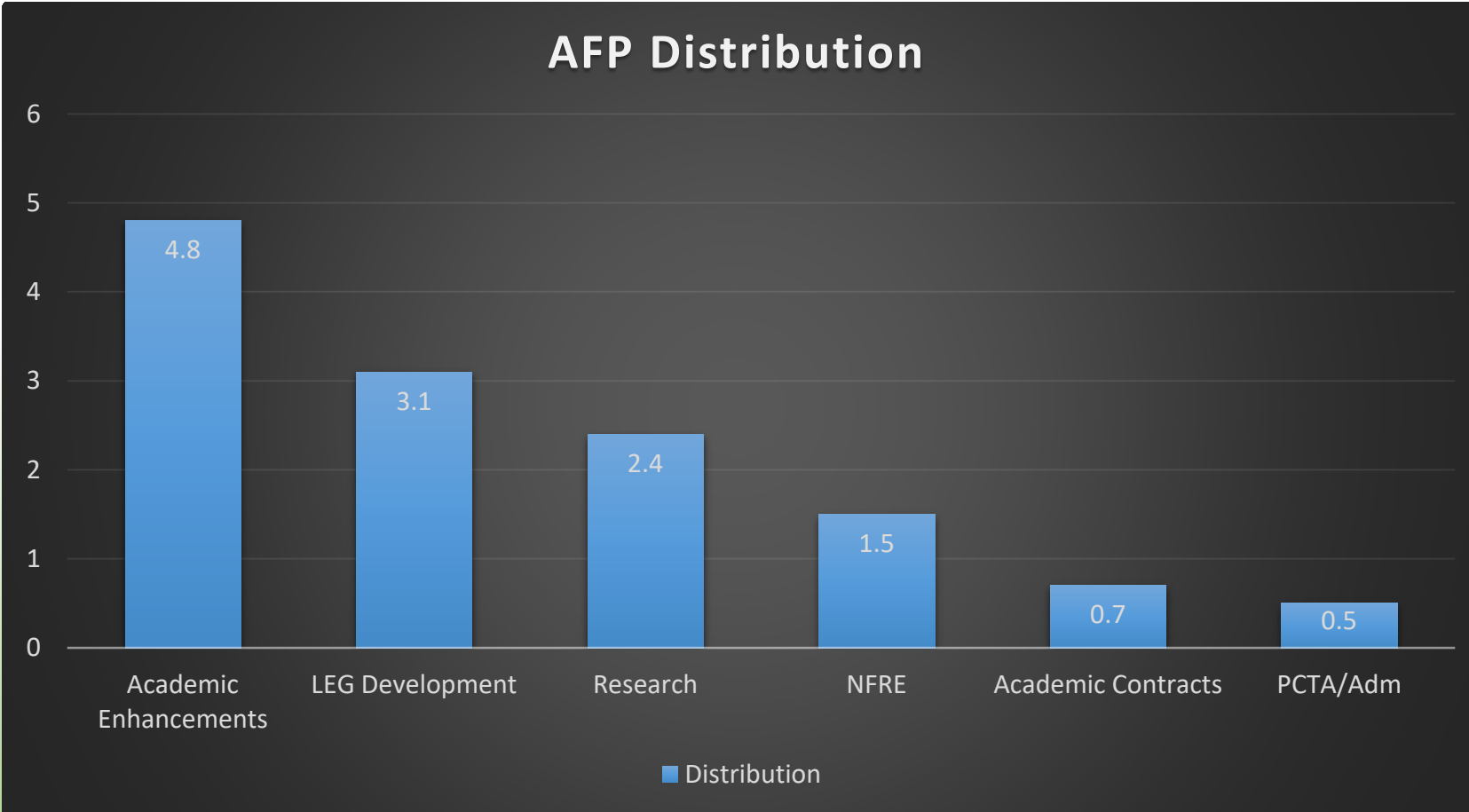
NOAMA strives for excellence in clinical services, medical education, and health research by promoting integration and harmonization of its member organizations.

Values

Accountability
Equity
Integrity
Respect
Transparency

Established Principles

- Target to rebalance workloads to support PCTA wellbeing and support retention of clinical Faculty
- In the research domain, target support for specific clinical issues that impact care delivery at the front line of care and system performance (Develop research focus, Cluster model)
- Increase teaching capacity (consider NOSM U expansion)
- Targeted funding for specific disciplines with teaching gaps
- Support faculty requests for formal mentorship—for learners, for research and for faculty development
- Promote faculty development (LEG Funding – NOSM U CEPD)
- Promote research (Protected time for physicians with a track record of research)
- Support truth and reconciliations call to action (Targeted support for Indigenous Faculty)



NOAMA AFP Clinical Teaching Enhancements

Target to rebalance workloads to support PCTA wellbeing and support retention of clinical faculty

\$4,800,000 budgeted annually

- NOSM U anticipates significant learner expansion over the next 5 years.
- This will impact the requirement of PCTA members through clinical teaching blocks for UME, PGE, Electives, and Remediation rotations.
- Physician Assistant clinical teaching rotations will now also be paid at same clinical teaching enhancement rate as medical students/residents on full time clinical blocks
- **Due to expansion, NOAMA anticipates the budget to grow to \$6,500,000 in the next 5 years**

NOAMA AFP LEG Funding Formula

Target to rebalance workloads to support PCTA wellbeing and support retention of clinical Faculty

\$3,100,000 budgeted annually

- LEG Development includes allocation from the funding formula to implemented LEGs on March 31, variable amounts for research, academic development, faculty leadership for LEGs with governance agreements in process, plus any outstanding start-up funding for approved LEGs.
- Provision for LEG Lead & Administrator's meeting.

NOAMA AFP Research Opportunities

*Target support for specific clinical issues that impact care delivery at front line of care and system performance
Promote research*

\$2,400,000 budgeted annually

- CIOF – The intent of the CIOF is to support physician clinical faculty in the development and implementation of new evidence-based enhancements within their clinical practices which positively impact direct patient care.
- AFP- The AFP Innovation Fund provides funding to support the development of new and innovative approaches in healthcare delivery, and to support leadership in the dissemination of knowledge across the healthcare system
- Grant Matching – NOAMA will set aside dollars for PCTA members to access where grant matching opportunities exist such as the Early Research Awards Program, PSI, CIHR

NOSM U Faculty Rank Enhancement

Target to rebalance workloads to support PCTA wellbeing and support retention of clinical faculty

\$1,500,000 budgeted annually

- The purpose of the NFRE is to recognize the unique contributions of physicians for academic activities who have increased their capacities as academic physicians by obtaining a NOSM faculty promotion while continuing to provide clinical services in Northern Ontario
- To be eligible, the PCTA member must be a NOSM Professor or Associate Professor and:
 - Maintain active clinical practices in Northern Ontario;
 - Meet the NOSM U responsibilities related to my faculty rank;
 - Hold an OHIP billing number and have billing privileges.

NOAMA AFP

NOSM Academic Contract Premium

*Target to rebalance workloads to support PCTA wellbeing and support retention of clinical faculty
Promote faculty development*

\$700,000 budgeted annually

- ~120 PCTA members hold stipendiary academic contracts with NOSM U.
- These stipendiary contracts offer compensation for academic work, however, they come with the sacrifice of clinical income, which is often more lucrative.
- This type of work is considered 'protected time' and fits into the parameters of the NOAMA AFP.
- A 15% premium on the NOSM U academic contract positions will be distributed to all NOSM U stipendiary academic contracted PCTA members.
- There are approximately \$5M in stipendiary academic NOSM U contracts

NOAMA AFP Potential Initiatives

NOAMA AFP Member Input

- Increase NFRE
- Geographical Research Position
- Geographical Faculty Development Position
- Masters of Medical Sciences
- Micro Grants
- Family Medicine Position
- Supervision of CPSO Exam Eligible Candidates
- Section Chair Allowance – Family Medicine Summit
- Rural Research Mentorship

NFRE Evaluation

NOAMA Faculty Rank Enhancement (NFRE) Program Evaluation

| | |
|-------------|--|
| PCTA Member | |
| Community | |
| Date: | |

The purpose of the NFRE is to recognize the unique contributions of physicians for academic activities who have increased their capacities as academic physicians by obtaining a NOSM faculty promotion while continuing to provide clinical services in Northern Ontario.

Eligibility for the NFRE is determined annually for fiscal years ending March 31, based upon the submission of a complete application package. To be eligible, the PCTA member must be a NOSM Professor or Associate Professor and:

- 1. Maintain active clinical practices in Northern Ontario;*
- 2. Meet the NOSM responsibilities related to my faculty rank;*
- 3. Hold an OHIP billing number and have billing privileges.*

| Evaluation | Yes | No |
|---|-----|----|
| Did you apply for the NFRE, if not, please explain why? If you were not yet eligible to apply, do you feel that the opportunity to receive the NFRE will motivate you to pursue promotion? | | |

LEG Lead Deadlines

- March 31st - NFRE Verification
- September 30th - LEG Annual Reporting
 - Qualtrics LEG Report
 - Membership Listing
 - LEG Financial Statements