

<p>Faculté de médecine</p>		<p>Faculty of Medicine</p>
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UGME STIPENDS - UNDERLYING PRINCIPLES
Effective September 2008
Revised: September 2, 2011

CORE PRINCIPLES:

Association of Professors at the University of Ottawa (APUO) members

- Teaching is an expected role for basic science faculty members and should be considered in the workload determinations. If teaching or curricular management/leadership is recognized in the workload or is less than or equal to 20% of the total workload, no stipend will be transferred to the Department. Basic science faculty who are APUO members and/or members of research institutes will not receive funds for teaching activities.
- If curricular management/leadership is greater than 20% of total workload, an agreement is made between the Associate Dean, UGME and the faculty members Department Chair to allow a transfer of funds to occur from the UGME Stipend Budget towards the Department to cover for teaching or administrative functions that exceed the 20% time involvement. This will allow the Department Chair to hire replacement teachers.
- Adjunct professors will not receive compensation unless the commitment to teaching surpasses a minimum of 9 hours.

Clinicians Teachers

- Equal stipend for equal time spent by faculty or community physicians providing curriculum or dedicated clinical teaching.
- Equity between language streams.
- Funds for members of a clinical department will be sent to the Department Chair who will distribute the funds accordingly.
- Funds will be distributed to individuals who have processed an application for a Faculty appointment.

DEFINITIONS:

- **Academic Leader:** Person (Clinician, Faculty Member or external person) who takes on an administrative responsibility related to the undergraduate medical education program (e.g. Co-Directors of Pre-Clerkship, Clerkship, Units, Evaluation, Clinical Skills and Content Expert).
- **Instructor:** M.Sc Graduate Students who are supervisors, small group facilitators, workshop leaders, seminar leaders providing dedicated teaching time (not during clinical work).
- **Lecturer:** Individual (non member of the Association of Professors of the University of Ottawa [APUO]) who gives a lecture (preparation involved). For APUO members, this is already included in their workload.
- **Tutor:** Supervisor, small group facilitator, coaches, workshop leader, seminar leader providing dedicated teaching time (not during clinical work). This would also include OSCE examiners.
- **Preceptor:** Clinician who supervises students in the clinical area while providing clinical services.
- **Community member,** non-clinician, who come to share their personal experience.

A. Undergraduate Medical Education Stipend Budget

- **Academic Leaders** will be compensated at a rate of \$500/day.
- **Creation of CBL and SLM**: development of Case Based Learning Cases or Self-Learning Modules in connection with the revision of the curriculum, will be compensated at a rate of 1500\$ per cases or modules (15 hours). Revision of a CBL will be compensated at a rate of 1000\$ per cases (10 hours). This applies only during the revision of the curriculum.
- **Lecturers** will be compensated at a rate of \$150/hour (except 3rd year clerkship lectures will be compensated at \$100/hr as they are given 4 or more times yearly, as well as Back to Basics lectures).
- **Tutors** will be compensated at a rate of **\$100/hour.**
- **Instructors** will be compensated at a rate of **\$100/hour.**
- **E-Portfolio Coaches** will be compensated at a rate of **\$100/hour for 10 hours per academic year per group.**
- **A clinician preceptor** will receive **\$100/half-day per student for PSD Community Preceptor Program within preclerkship.** Residents will receive 75\$/half-day.
- **Health Professionals** will receive **65\$/hour** for dedicated teaching and PSD per student.
- **Clinician preceptors** who have or have applied for a faculty appointment with the University of Ottawa and are not members of a practice plan (AFP) who take clerkship students into their office/clinic will be compensated at the rate of **\$400/week** for full time clinical supervision, **including the Link Block and 4th year mandatory rotations.**
- **Clinician preceptors** who have or have applied for a faculty appointment with the University of Ottawa and take on 1st, 2nd and 4th year **U of O elective**

students for a minimum of 10 hours, will receive **\$125 per student**. This amount will be paid upon reception of student's evaluation. Health Professionals will be compensated at a rate of 65\$ per student.

- Faculty or community physicians with a faculty appointment with the University of Ottawa will be compensated at a rate of **\$65/hour** for **attending Faculty of Medicine Faculty Development activities** related to teaching in the undergraduate medical education program that have been approved by the Associate Dean Undergraduate Medical Education.
- **Trainers** who give Faculty Development workshops (preparation involved) related to teaching in the undergraduate medical education program will be compensated at a rate of **\$95/hour**.
- **Content Experts** will receive **\$500/week** for the duration of their content area. This is equivalent to one day/week of work for each week.
- **Rotation Directors** in the English stream will be remunerated according to the following principle:
\$5000 base stipend:
 - Orientation - \$1,000 (4 x .5 day);
 - Exam prep. and correction - \$2000 (4 x 1 day); and
 - Curricular management - \$2000 (4 x 1 day)+ \$100 per student for feedback and MSPR (1 hour)
- **Rotation Directors** in the Francophone stream will be remunerated according to the following principle:
 - Less than 50 student weeks/year: \$3,000
 - Between 50 and 99 student weeks/year: \$8,000
 - More than 99 student weeks/year: \$12,000

- **DME Clerkship Site Director** will be remunerated according to the following principle:
Less than 50 student weeks/year: \$3,000
Between 50 and 99 student weeks/year: \$8,000
More than 99 student weeks/year: \$12,000
- **Residents** (all levels PGY 1, 2, 3, 4, 5, 6), IMG and M.Sc.s will be paid at the rate of \$75/hour except for lectures (to be remunerated at the rate of \$150/hour in Pre-Clerkship and \$100/hours in Clerkship). The funds will be transferred to the specific department.
- For **specific projects** related to medical education, stipends will be paid to **group leaders** according to the length of the project.

Rates:

- Resident – amounts are transferred directly to the department
- IMG (International Medical Graduate) = Resident rate
- M.Sc. (Graduate student or External) = Resident rate
- External Ph.D. (non physician and diploma confirmed level UO) = MD rate
- Retired physician, professor emeritus = MD rate
- Fellows = MD rate

B. Undergraduate Medical Education Operational Budget

- **During Clerkship (including 4th year mandatory rotations)** an amount of **\$65/student/week** is paid to the Departments or Community Hospitals for the administrative support required.
- **During Link week in 3rd year Clerkship** an amount of **\$50/student** is paid to the Departments or Community Hospitals for the administrative support required.
- **Representatives of community agencies and charitable organizations (I&PH)** will be remunerated at the rate of **\$50/hour**.
- **ACLS providers – Emergency Medicine**
Will be remunerated at a rate of 280\$/student for providing ACLS training to U of O students.
- **Simulated patients** will be remunerated at the rate of **\$30/hour or \$100/half day**. They must assume their own parking fees.
- **DME RATE:**
 - The Faculty of Medicine will support an administrative assistant to run the program at the distributed sites at .3 FTE (1 ½ days per week) for the time being. An FTE in a similar position at the University is paid approximately \$45,000.00.
 - Therefore, .3 of an annual salary of \$45,000.00 = \$13,500.00.
 - a one-time start-up amount of \$2,000.00 will be paid to help with the purchase computer equipment, letterhead, etc.