

UNIVERSITY COUNCIL
PLANNING AND PRIORITIES COMMITTEE
REQUEST FOR INPUT

PRESENTED BY: Dirk de Boer, chair, planning and priorities committee

DATE OF MEETING: April 20, 2017

SUBJECT: Policy for Medical Faculty

COUNCIL ACTION: For input only

DISCUSSION SUMMARY:

At its meeting on March 29, the planning and priorities committee received the draft Policy for Medical Faculty as presented by Preston Smith, dean, College of Medicine. The intent to move to a new model of faculty engagement was contained in the document [The Way Forward](#): Implementation Plan for the College of Medicine. A new model of engagement of the community physicians who teach in the college's MD program was deemed essential by the program's accrediting bodies if the college was to regain full accreditation.

The policy is explicit about how the approximately 1,500 physicians throughout the province who provide teaching services to the M.D. program via an academic clinical funding plan are to be regarded by the university. Medical faculty are not members of the General Academic Assembly. However, each physician who teaches in the M.D. program belongs to the College of Medicine as part of the medical faculty of the college. Without the contributions of these medical faculty, the college's MD program would not exist. As stated in the policy, *"The academic contributions of medical faculty are as important to the academic mission of the university as those made by any other faculty."*

Measured consultation preceded the development of the policy with the medical faculty community and the partner organizations of the college, including the Saskatchewan Medical Association and the College of Physicians and Surgeons. The new model will regularize relationships within the college, establish relationships that are more accountable with the community physicians who comprise the medical faculty, and follows the successful model employed by other medical schools across the country.

The policy will be submitted to the Board of Governors in June for consideration of approval. Comments and feedback on the draft policy are invited from members of Council. Comments should be submitted by April 30th to Dirk de Boer at dirk.deboer@usask.ca

ATTACHMENTS:

Policy for Medical Faculty, draft version dated March 16, 2017

Policy for Medical Faculty

Responsibility: Dean, College of Medicine, Vice-Dean Faculty Engagement, College of Medicine

Authorization:

Approval Date:

Amended:

Purpose:

The purpose of this policy is to formally define the academic relationship medical faculty have with the university and establish a framework for the governance of medical faculty relations with the university. The Dean, College of Medicine, has or may delegate responsibility for implementing this policy, as well as developing and maintaining its associated procedures.

Scope of this Policy:

This policy applies to all medical faculty, regardless of external clinical income source. It does not apply to faculty in scope of the USFA.

Definitions:

Medical faculty

With a few minor exceptions as outlined in the Procedures Manual for Medical Faculty, medical faculty are defined as licensed Saskatchewan physicians (MD or equivalent), or Clinical PhDs, holding clinical appointments in their respective health regions¹ as well as academic appointments in departments or divisions within the College of Medicine, University of Saskatchewan.

Clinical/academic setting

A *clinical/academic setting* is defined as a clinical setting or academic setting or combined clinical-academic setting in which academic work is undertaken by medical faculty.

Academic Freedom

Academic freedom is defined as the freedom to examine, question, teach and learn, and the right to investigate, speculate and comment without reference to prescribed doctrine, as well as the right to criticize the University and society at large. Academic freedom does not require neutrality on the part of the individual, but makes commitment possible. Academic freedom carries with it the duty to use that freedom in a manner consistent with the scholarly obligation to base teaching and research on an honest search for knowledge.

¹ With provincial health region restructuring, jurisdictional authority for clinical appointments may rest with a provincial health authority or other legislated body

Policy:

Medical faculty appointees provide important services to their communities and patients in their clinical practices. They also deliver essential academic services to the university. While medical faculty are not employees of the university and are distinct from their faculty colleagues in other colleges, the academic contributions of medical faculty are as important to the academic mission of the university as those made by any other faculty.

This policy confirms that medical faculty are legitimate university faculty appointees with academic rights, freedoms and responsibilities similar to those held by all university faculty. With appointment to university faculty, it is recognized that medical faculty are engaged in valued academic work and have accepted the university's role in academic governance and protection of academic freedom in clinical/academic settings. Normally such settings, if primarily clinical, have university – health region affiliation agreements in place, but this policy does not require the existence of such affiliation agreements.²

This policy recognizes and confirms that university appointments for medical faculty and payment for services provided, whether clinical or academic, are two distinct and separate matters. The specific academic services provided by a medical faculty appointee and the payment for those services are contractually negotiated with the individual medical faculty appointees. The medical faculty appointment and this policy do not address payment of medical faculty, or matters of clinical governance.

This policy confirms that medical faculty appointees in good standing have a right to academic freedom. Without limiting the previous definition, the university's fundamental role in protecting the academic freedom of medical faculty appointees includes Department Heads acting as advocates on behalf of medical faculty when issues of academic freedom arise in the academic/clinical setting. The Dean or his/her delegate(s), as described in procedures associated with this policy, will promptly investigate all allegations of breach of academic freedom.

While the university confirms that medical faculty have academic freedom with respect to all academic activities and scholarly pursuits, it is recognized that medical faculty also remain subject to applicable ethical and clinical standards, guidelines, laws, regulations, rules and procedures governing the practice of medicine, whether site-specific, institutional, local, regional, provincial, or national. In addition, Medical Faculty have reciprocal obligations and responsibilities with the university and must comply with required academic guidelines as well as all applicable university policies, rules and procedures.

This policy affirms the establishment of a College of Medicine administrative and governance committee, the Academic-Clinical Relations Committee (ACRC).

² With provincial health region restructuring, historic affiliation agreements with health regions may be replaced by an equivalent agreement with the provincial health authority or other duly authorized organization(s).

Responsibilities:

The university community is responsible for recognizing medical faculty appointees as academic colleagues and partners in the university's academic mission. All university faculty and university administrative staff will facilitate collegial interactions with medical faculty. University administrators will work, as necessary, to create, revise or adapt other university rules, policies and procedures affecting medical faculty to achieve consistency with the spirit and intent of this policy.

The Dean, College of Medicine, has or may delegate responsibility for implementing and disseminating this policy and for ensuring the ACRC develops and maintains necessary associated procedures. The ACRC will provide administrative and procedural oversight for the procedures governing the relations between medical faculty and the university. The college is authorized to determine the committee's membership, roles and responsibilities.

Procedures:

The *Procedures Manual for the Policy for Medical Faculty* contains procedures governing the academic relationship medical faculty appointees have with the university and the college. The ACRC is responsible for the maintenance and administration of the procedures, as described in detail in the *Procedure Manual*, which can be found here: ([website for Procedures Manual](#)).

Contact:

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