

## **NOAMA Faculty Rank Enhancement (NFRE)**

<b>Last Approved</b>	<b>NOAMA Board</b>	<b>January 28, 2025</b>
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**NOTICE:** Applications will only be accepted via email to [noama@noama.ca](mailto:noama@noama.ca). Applications that include an electronic signature will be accepted in lieu of original, signed documents. The NOAMA Faculty Rank Enhancement (NFRE) Application submission deadline is March 31st. Applications received or post-marked after March 31<sup>st</sup> will be denied.

The NOAMA Faculty Rank Enhancement (NFRE) was established as an initiative under the NOAMA AFP to enable Physician Clinical Teachers' Association (PCTA) members who received a Northern Ontario School of Medicine University (NOSM U) promotion an opportunity to receive an enhancement paid at the end of each fiscal year in which they continue to maintain their faculty rank at NOSM U.

### **The Objective of the Program**

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 U faculty promotion while continuing to provide clinical services in Northern Ontario (Some may have been appointed as Associate or Professor and not promoted).

### **Who is Eligible?**

Eligibility for the NFRE is determined annually for fiscal years ending March 31<sup>st</sup>, based upon the submission of a complete application package.

To be eligible, the PCTA member must be a NOSM U Professor or Associate Professor and:

- Definition of Northern Ontario**

For the purposes of this application, Northern Ontario is defined as the districts of Algoma, Cochrane, Kenora, Manitoulin, Muskoka, Nipissing, Parry Sound, Rainy River, Sudbury, Thunder Bay and Timiskaming. Although the District of Muskoka was removed from the Ministry of Health's definition of Northern Ontario effective January 1, 2025, NOAMA will continue to recognize this district as part of Northern Ontario for the NFRE.

- Active Clinical Practice in Northern Ontario**

Maintained an active clinical practice in Northern Ontario over the past five years, with the majority of clinical work occurring during each fiscal year ending March 31, 2025, except for periods of approved leave (e.g., personal, medical, or other).

Clinical presence in Northern Ontario has been consistent and meaningful, with a regular schedule of contributions exceeding occasional or minimal activity (e.g., not limited to 1 day a week or similar sporadic involvement), except during approved leave periods.

- NOSM U Faculty Responsibilities**

Meet the academic and faculty responsibilities outlined in the NOSM U Faculty Handbook for their

current rank, including teaching, research, administrative, and/or other required duties. Must have maintained a NOSM U faculty appointment for at least five years

**4. Ongoing Clinical and Academic Engagement**

Actively engaged in both clinical and academic activities within Northern Ontario during the fiscal year.

**Timing for Payment**

The NOAMA Faculty Rank Enhancement will be paid at the end of each Fiscal Year. Payment will flow through LEGs for LEG members and direct to non-LEG members.

**How to Apply for the NFRE Funding**

The deadline for submitting a NOAMA Faculty Rank Enhancement Initiative is March 31<sup>st</sup>.  
**Any application received or post-dated after March 31<sup>st</sup> will be denied.**

To apply, the PCTA member must submit a completed, signed, and dated application for the NFRE grant.

**Approval Process**

**LEG Members**

1. The PCTA member submits to NOAMA a completed application.
2. The application is reviewed for eligibility.
3. If NOAMA approves the application, an approval letter is sent to the member and the LEG Lead.
4. If the PCTA member does not meet enhancement criteria, a letter is sent to the member and LEG Lead.
5. NOAMA will pay the NFRE funding in a lump sum payment through the LEG by the end of the first quarter of the following fiscal year.

**Non-LEG Members**

1. The non-LEG PCTA member submits to NOAMA a completed application.
2. The application is reviewed for eligibility.
3. If NOAMA approves the application, an approval letter is sent to the member.
4. If the PCTA member does not meet enhancement criteria, a letter is sent to the member.
5. NOAMA will pay the NFRE funding in a lump sum payment directly to the PCTA member by the end of the first quarter of the following fiscal year.

**General Information**

The NFRE funding year is aligned with NOAMA's fiscal year, i.e., April 1<sup>st</sup> to March 31<sup>st</sup>.  
For more information, you may contact Mark Facca at (807) 766-7470 or via email (mfacca@noama.ca)

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## **Questions & Answers**

### **Where can I get an application form for the NOAMA Faculty Rank Enhancement?**

The NFRE application form is available online. Applications are not considered complete without the physician's signature and date on the Declaration and Consent page of the application.

### **Where should I send my completed application for the current fiscal year?**

Applications that are sent by [email](#) only will be accepted. Applications that include electronic signatures (i.e., scanned original, electronic device applications, or digital) will be accepted in lieu of original, signed documents.

### **What is the "NOAMA AFP"?**

The Ministry of Health (MOH) and the Ontario Medical Association (OMA) established an Alternate Funding Plan (AFP) for all academic physicians at Academic Health Science Centres in Ontario, providing new funding beginning in 2000. Effective April 1, 2009, the NOAMA alternative funding plan, a contractual agreement between the PCTA, OMA, MOH, and NOSM U was signed. The current agreement provides for ~\$14.5 million of annual funding.

The agreement is intended to:

Provide funding that recognizes the unique contributions of clinical physicians for academic activities at NOSM U; increase the capacity of academic physicians to provide Clinical Services and Academic activities in an integrated manner; ensure that the funding reaches participating physicians in an open and transparent manner.

### **How is maintaining active clinical practices in Northern Ontario for the greater part of the fiscal year defined?**

The NFRE is intended to support promoted NOSM U faculty members who have maintained an active clinical practice (majority) in Northern Ontario. It is still appropriate to apply to the NFRE if the physician took a leave (parental, medical, or other) throughout the year; however, the program intends to recognize individuals who are actively contributing to the clinical workloads in Northern Ontario and making significant contributions to the academic, administrative, and scholarly mandate of the Northern Ontario School of Medicine University. If clinical contributions in Northern Ontario are minimal, an application is not recommended to be submitted.

### **If approved for NFRE, what am I entitled to receive?**

Physicians who meet all the eligibility criteria and are approved for NFRE will receive a calculated portion of the approved NOAMA budget.

Distribution will be calculated based on a distributed formula on approved faculty rank status. Please see the NOAMA website for the approved calculation.

### **Is the NFRE funding taxable?**

Yes. Physicians should direct any questions regarding tax implications to their accountants.