

Small Group Discussion Promotion

Small Group - Promotion

- **Small Group – Discussion Guideline**
- The goal of the NOAMA funding is to increase the capacity of academic physicians to provide Clinical Services and Academic Activities in an integrated manner and to facilitate the successful retention and recruitment of Group Physicians participating in the academic mission at NOSM.
- The goal of this small group discussion is to gather feedback to ensure that the proposed NOAMA initiatives are aligned with intention of the NOAMA AFP and help address academic shortfalls in Northern Ontario
- *Any suggestions at this point will be considered in light of other suggestions and the feedback from other groups*

NOAMA AFP NOSM Faculty Rank Enhancement

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

\$1,000,000 budgeted annually

Compensation at OMA rates for unfunded academic work that justified the faculty rank (0.5 days/month = 6 days/year @ NOAMA FTE rate = \$1,000/day)

- **\$6,000/Associate Professor Annually**
- **\$12,000/Professor Annually**

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- **Consider your and your colleagues current role with promotion and protected time. Consider the available supports, both financial and non-financial in Northern Ontario.**
1. Do you believe that the faculty rank initiative supports NOSM's academic mandate? (3 min)
 2. Do you believe the proposed increased funding allocation will have a meaningful impact? (3 min)
 3. Are the proposed budgeted allotments reasonable given the overall funding? (3 min)
 4. Understanding the direction, and activities that NOAMA is trying to support, do you have any comments or suggestions to bring forward to the distribution working group? (10 min)