



Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

www.caut.ca
acppu@caut.ca

2705, promenade Queensview Drive
Ottawa (Ontario) K2B 8K2

Tel\Tél. 613-820-2270
Fax\Télééc. 613-820-7244

By fax (204) 985-5844

September 3, 2008

Mr. John Laplume
CEO
Manitoba Medical Association
125 Sherbrook Street
Winnipeg MB R3C 2B5

Dear Mr. Laplume:

The Canadian Association of University Teachers (CAUT), which represents 65,000 academic staff at more than 120 universities and colleges across Canada, is deeply troubled by University of Manitoba/Winnipeg Regional Health Authority "GFT Reform Project" which will have a seriously negative effect on clinical faculty and on the ability of the University and the WRHA to recruit and retain academic physicians.

For the past decade, CAUT has spent a significant amount of its time on issues affecting clinical faculty. In 2004, we issued a report "Defending Medicine: Clinical Faculty and Academic Freedom" prepared by a blue-ribbon panel of clinical faculty from across the country. I'll send you a copy by mail, and it is available on our web site <http://www.caut.ca/uploads/DefendingMedicine.pdf>. We have defended clinical faculty in a number of cases where they have been inappropriately treated by their university or hospital. The highest profile cases were those of Dr. Nancy Olivieri and Dr. David Healy, both at the University of Toronto. We currently have three major investigations underway concerning the situations of Dr. Larry Reynolds at the University of Manitoba and the WRHA, Drs. Gabrielle Horne and Michael Goodyear at Dalhousie University and the Capital District Health Authority, and Drs. Anne Duffy and Paul Grof at the University of Ottawa, the Institute of Mental Health Research and the Royal Ottawa Hospital. Our work in respect to clinical faculty issues is assisted and informed by our Clinical Faculty Committee which is made up of eminent, senior clinical faculty from medical schools across Canada. Attached you will find a list of members.

Our Clinical Faculty Committee carefully reviewed the GFT Reform Project at its meeting last week. The Committee examined the proposal that was passed in principle by

the Board of Governors, the proposed individual contract, and two legal opinions – one by Thompson, Dorfman, Sweatman and one by Aikins, MacAulay & Thorvaldson.

Jack Wallace, Executive Director of the University Medical Group made a presentation to the Committee as well. After considerable discussion, the Committee *unanimously* passed the following motion:

Given that the proposed "GFT Reform Project" that has been approved in principle by the Board of Governors at the University of Manitoba would have long term negative consequences for health care in the Province of Manitoba. If implemented, the changes will make it more difficult for Manitoba to recruit and retain academic physicians;

Given that under the proposal, clinical faculty will no longer be employees of the university, thereby losing effective protection of their academic freedom and rights enjoyed by all faculty members;

The CAUT Clinical Faculty Committee expresses its grave concerns about the proposed changes and calls on CAUT to communicate these concerns to academic physicians at the University of Manitoba, to the University Senate, and to the Board of Governors.

We urge CAUT to meet with the University Medical Group, the Manitoba Medical Association and the University of Manitoba Faculty Association to explore development of an alternative arrangement that strengthens clinical faculty members' relationship with the University rather than eliminate it.

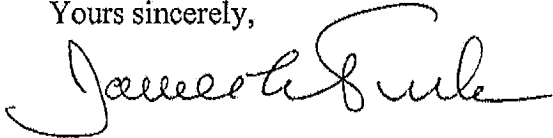
We were greatly disturbed when, following the meeting, we learned that the University Medical Group was informed that the Joint Operating Division, the centrepiece of the changes, would be operational as of September 1st, even though the UMG has seen no signed document and even though, as far as we know, neither the Senate nor the Board of Governors of the University has given specific authorization to proceed, beyond the Board's approval in principle.

While this raises important procedural issues, our principle concerns are the substantive ones. Because of the unusual and complex nature of clinical faculty appointments – at the university and at the health authority and with a separate funding arrangement – clinical faculty normally are more vulnerable than all other faculty. At a time of heightened competition among medical schools to attract and retain clinical faculty, an arrangement that weakens their link to the university has the effect of heightening their vulnerability and making any institution that adopts such measures less attractive as a place to work.

I know Jack Wallace has been in touch with you about this matter. The purpose of this letter is to share our cross-Canada perspective. As your association is the voice of physicians in your province and plays a central role with respect to your members who are clinical faculty at U of M, we hope the MMA will step into this situation and

encourage your members at U of M not to agree to the proposed changes. Without the consent of the individual clinical faculty, the GFT Reform Project will go no where. The MMA's position on this matter will be vital. We hope that the MMA will help ensure that this badly conceived plan is abandoned or fundamentally altered, and that the situation of clinical faculty at the University of Manitoba is not allowed to deteriorate. If we can be of any assistance, we would be more than pleased to do so. I look forward to talking with you in the near future.

Yours sincerely,

A handwritten signature in black ink, appearing to read "James L. Turk". The signature is fluid and cursive, with a large initial "J" and a long, sweeping underline.

James L. Turk

cc: Dr. Penni Stewart, President, CAUT
Dr. Allan Jackson, Chair, CAUT Clinical Faculty Committee
Dr. B. J. Hancock, President, University Medical Group
Mr. Jack Wallace, Executive Director, University Medical Group

Attachment

CAUT Clinical Faculty Committee

Membership

Hoshiar Abdollah, Professor of Medicine (Cardiology), Queen's University
Mark Boctor, Professor of Medicine Emeritus and former Head, Division of
Endocrinology, University of Saskatchewan
Keith Brownell, Professor, Department of Clinical Neuroscience, Faculty of Medicine,
University of Calgary
Richard Denton, Assistant Professor of Family Medicine, Northern Ontario School of
Medicine
Philippe De Wals, Professor and Director, Department of Social and Preventive
Medicine, Laval University
Brenda Gallie, Head of Cancer Infometrics, Ontario Cancer Institute, University Health
Network; Professor, Departments of Ophthalmology, Molecular Medical Genetics,
and Medical Biophysics, Faculty of Medicine, University of Toronto
Bertha Garcia, Vice-Dean, Education, Chair, Department of Pathology, Schulich School
of Medicine and Dentistry, University of Western Ontario
Jody Ginsberg, Vice-Dean, Faculty of Medicine, University of Alberta
Gordon Guyatt, Professor, Department of Clinical Epidemiology and Biostatistics, and
Department of Medicine, McMaster University
Alan Jackson, Section Head of Neurology, Department of Medicine, University of
Manitoba
Allan Kwan, Professor of Surgery, Faculty of Medicine, Memorial University
Katherine Moore, Associate Dean of Graduate Studies and Adjunct Professor,
Department of Surgery, Division of Urology, University of Alberta
John Richardson, Director, Department of Neuropathology, Montreal Neurological
Institute and Hospital; Vice-Chair, Central Committee of the Council of Physicians,
Dentists and Pharmacists for the McGill University Health Centre
Derryck Smith, Clinical Professor of Psychiatry, University of British Columbia
Robin Whyte, Associate Professor of Pediatrics and Former Chair, Faculty Council,
Faculty of Medicine, Dalhousie University
Jean Wilkins, Professor, Department of Pediatrics, Faculty of Medicine, University of
Montreal