



*Jim Chalfant*  
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*Chair of the Assembly of the Academic Senate  
Faculty Representative to the Regents  
University of California  
1111 Franklin Street, 12th Floor  
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March 3, 2017

**SUSAN CARLSON, VICE PROVOST  
ACADEMIC PERSONNEL**

**Re: Proposed Revisions to APM 278 and 210-6 (Health Sciences Clinical Professor)**

Dear Susan:

As you requested, I distributed for systemwide Senate review proposed revisions to APM 278, defining the duties and responsibilities of the non-Senate Health Sciences Clinical Professor series, and 210-6, defining the appointment and advancement criteria for individuals in that series.

Six Academic Senate divisions (UCD, UCLA, UCM, UCR, UCSD, and UCSF) and one systemwide committee (UCAP) submitted comments. These comments were discussed at Academic Council's February 22, 2017 meeting. They are summarized below and attached for your reference.

We understand that the changes are intended to clarify criteria for appointment and promotion in the Health Sciences Clinical Professor title and better differentiate that title from the Volunteer Clinical Professor title (APM 279), and from the Clinical Associate title (APM-350), as well as to affirm that Health Sciences Clinical Professors perform not only clinical care, but also contribute to the full research and teaching missions of the university.

One proposed change is to define a "*scholarly or creative activity*" requirement to the series; whereas, the prior language was "*research and creative work*". We also understand that in this series, scholarly and creative activities are expected to be subordinate to teaching and clinical service, in contrast to the Professor of Clinical "X" series, a Senate title (APM 275), in which those activities are considered to be a fundamental component of appointment and promotion actions.

As you know, this is the second systemwide review of proposed changes to APM 278 and 210-6. In the initial June 2016 systemwide review, some Senate reviewers expressed significant opposition to what they perceived to be the addition of a "*research and creative activities*" requirement to the appointment and advancement criteria in APM 278. Others commented that the standard for research seemed to be relaxed by the proposed new language.

While it is not possible to be certain, it appears that the provision for campus and even individual departmental definition of the standard for appropriate research activity, in the existing policy, has created an environment where standards vary quite widely. Hence, some reviewers might have

viewed this as a new requirement, and thought it to be inappropriate for Health Sciences Clinical Faculty, whose appointments and promotions, they believed, should be based on teaching and clinical work only. Other reviewers focused on the vagueness of the requirement for “*creative activity*” and suggested that some of the advancement criteria under that heading would be better placed under the Teaching or Service heading. It may be that the inclusion of such a wide range of examples of creative activity that are not truly research suggested something other intended. Similarly, others voiced considerable dismay at the softening of “*research and creative work*” to “*scholarly and creative activity*” in a major professorial series. A broader definition of creative work is one thing, but research certainly represents a good example of it, and absolutely should not be left out of the policy. We understand that the designated Senate representatives and administrators who met in September by conference call discussed the components of this new revision that responds to these concerns. They agreed that it is critical to maintain a scholarly or creative expectation for the Health Sciences Clinical Professor series title. However, they agreed to replace the term “*research and/or creative activity*” with “*scholarly or creative activity*” to better align the language with existing expectations for appointment and promotion and to better differentiate the title from the Professor of Clinical “X” series. The revision also eliminates examples of creative activity that belong more appropriately under teaching criteria.

Senate reviewers had mixed reactions to the new revision. Some are satisfied with the changes, noting that they provide much needed clarification to the expectations for members of the Health Sciences Clinical Professional series, and allow campuses flexibility to interpret and implement those expectations. Others, however, including some campus CAPs, note that the revisions do not sufficiently address the concerns raised in the initial review. They note that the “new” expectation for “*scholarly or creative activity*” does not align with some existing local practices where the expectation is minimal, even though it has long been part of the stated expectations for this series. Some thought that it elevates scholarly and creative expectations to an inappropriate degree, and in doing so trivializes it for other series. There were concerns that the flexibility to interpret “*scholarly or creative activity*” could lead to inconsistencies in application.

On the other hand, UCD is concerned that, to the extent that this was thought to represent a significant job description change, the revision could create flight risks in the School of Medicine; again, this concern seems more likely to be expressed for units where the expectation under the previous policy was rather minimal.

UCSD observes that limiting the appointment and reappointment of Health Sciences Clinical faculty to one year or less is a major shift from the current policy of two year appointments/reappointments. Such a shift could convey a lack of institutional commitment to new faculty members and negatively impact faculty recruitment.

As already noted, the old language in APM 210-6 allowed considerable variation in campus and departmental practice for evaluation of “*research and creative work.*” Whereas, it is a strength of the proposed APM 210-6 language that it provides guidance and examples, while still allowing campuses or departments to develop their separate additional requirements or expectations, for “*scholarly or creative activity*”.

A fair summary seems to be that this has been a difficult review because perspectives differ so widely. Please consider these comments and concerns—and all of the individual review comments—as you prepare a final draft of the policy revisions. We also encourage you to consider UCR CAP and UCAP’s specific suggestions for further clarifying and streamlining the language in

210-6. In addition, UCSF suggests inserting in APM 210-6 “historically disenfranchised” after “underrepresented,” at the end of the paragraph on the “*effectiveness of one’s teaching...*,” so the entire sentence would read “underrepresented and historically disenfranchised students.”

Thank you for the opportunity to review and comment. Please do not hesitate to contact me if you have further questions.

Sincerely,

A handwritten signature in blue ink that reads "Jim Chalfant". The signature is written in a cursive, flowing style.

Jim Chalfant, Chair  
Academic Council

Encl

Cc: Academic Council  
Policy Manager Lockwood  
Senate Director Baxter  
Senate Executive Directors



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February 13, 2017

**Jim Chalfant**

Chair, Academic Council

**RE:** Second Review: APM 278 and 210-6 (Health Sciences Clinical Professor Series)

Dear Jim:

The proposed revisions to APM 278 and 210-6 were distributed to all standing committees of the Davis Division. Two committees responded: Academic Personnel Oversight (CAP) and the Faculty Executive Committee of the School of Medicine. The UC Davis Academic Federation (an organization that represents academic titles not covered by the Academic Senate, including HSCP titles) also responded.

The FEC of the School of Medicine and the Academic Federation support the proposed changes, particularly the shift from “research and/or creative activity,” as proposed in the first review of APM 278, to “scholarly or creative activity” as proposed in this second review. The Council of Chairs of the School of Medicine expressed no concerns about the updated proposal.

CAP remains opposed to the proposed changes, including the updated “scholarly or creative activity” criterion, as CAP thinks its implementation “has not been carefully thought out, and its potential negative consequences are serious.” Namely, CAP is concerned that the language updates are largely cosmetic and do not truly address the concerns from the initial review. CAP thinks the flexibility to interpret “scholarly or creative activity” could lead to inconsistencies in application, both within and across campuses. CAP also “doubts the wisdom of separately listing this new category, on an equal footing with ‘teaching’ and ‘professional competence and activity,’ if in practice the expectation will be insignificant.” Finally, CAP is concerned that the proposed change might create flight risks, since it “amounts to a change of job description on a cadre of School of Medicine faculty that serves a critical function in the Health System.”

The Davis Division appreciates the opportunity to comment.

Sincerely,

A handwritten signature in cursive script that reads "Rachael E. Goodhue".

Rachael E. Goodhue  
Chair, Davis Division of the Academic Senate  
Professor and Chair, Agricultural and Resource Economics

Enclosed: Davis Division Committee Responses

c: Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate  
Hilary Baxter, Executive Director, Systemwide Academic Senate  
Michael LaBriola, Principal Policy Analyst, Systemwide Academic Senate



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February 6, 2017

Rachael Goodhue  
Chair, Davis Division of the Academic Senate

RE: Comments from the School of Medicine Faculty Executive Committee (FEC) in Regards  
Revisions to APM 278 and 210-6

Dear Dr. Goodhue,

The Faculty Executive Committee of the School of Medicine has discussed these policies. The main modification to the Health Science Clinical Professor series is the addition of scholarly or creative activity. The Committee discussed how this series would now be differentiated from Professor of Clinical X series. It was made clear in the discussion that creative activity can be interpreted in a variety of ways that can be defined by the Personnel Committees.

The Policy for the Review and Appraisal Committees addresses the letters of evaluation. The letters are from internal reviewers and only from external reviewers if deemed necessary. This allows some differentiation from Professor of Clinical X series. The FEC notes that the criteria for creative activity are pointed out in a bulleted list includes development of educational curricula and development of or contributions to clinical guidelines or quality improvement programs.

In summary, the FEC of the School of Medicine support the revisions to policies, APM 278 and 210-6. We have no significant changes to these drafts.

Thank you for allowing us to review the policies. If you have any further questions, please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Stuart H. Cohen", with a long horizontal flourish extending to the right.

Stuart H. Cohen, M.D.  
Chair, Faculty Executive Committee  
School of Medicine

The Committee on Academic Personnel (CAP) has reviewed the proposed second-round revisions to APM 278 Health Sciences Clinical Professor (HSCP) Series and APM 210-6 Instructions to Review Committees Which Advise on Actions Concerning the Health Sciences Clinical Professor Series.

The revised APM 278 specifically identifies “scholarly or creative activity” (changed from “research and/or creative activity” in the first-round revision) as an evaluation criterion for HSCP faculty, in contrast to the existing APM language, which states that HSCP faculty “may participate in ... scholarly and/or creative activities” and “research and creative work are desirable and encouraged to the extent required by campus guidelines”.

In responding to the second-round revisions, CAP notes the following points.

1. The UC Davis Academic Senate, Academic Federation, School of Medicine Faculty Executive Committee, and School of Medicine Council of Chairs have all expressly stated their opposition to the proposed changes.
2. The comments received from numerous individual School of Medicine faculty are likewise almost universally in opposition to the introduction of the new evaluation criterion.
3. In reference to the September 30, 2016 conference call, the cover letter states that “Participants agreed that it is critical to maintain the HSCP series title as a meaningful faculty appointment with a scholarly or creative component.” This statement is not in agreement with the positions expressed by the UC Davis participants on the conference call.
4. CAP considers replacement of “research and/or creative activity” by “scholarly or creative activity” to be a largely cosmetic change that does not address the core concerns expressed by the many committees and individuals who have reviewed the proposed changes.
5. It has been suggested that campuses may exercise great flexibility to interpret the “scholarly or creative activity” expectations for HSCP faculty, but this may work to their detriment, rather than their benefit. Expectations expressed in general terms are subject to varying interpretations with the passage of time and changes in leadership, resulting in “mission creep” or inconsistencies in application, even on the same campus.
6. It has also been mentioned that the extent of “scholarly or creative activity” expected of HSCP faculty will be modest, and in some campuses where it is currently implemented, this expectation has been characterized as “minimal.” CAP doubts the wisdom of separately listing this new category, on an equal footing with “teaching” and “professional competence and activity,” if in practice the expectation will be insignificant.
7. CAP is concerned about the demoralizing effect, and possible flight risk incurred, by the imposition of what amounts to a change of job description on a cadre of School of Medicine faculty that serves a critical function in the Health System.

8. CAP does not find a compelling articulation of a need for the introduction of the new evaluation category for HSCP faculty. It is mentioned that “changes to APM 279 also requires changes to APM 278 to clearly differentiate policy for University faculty and volunteers.” Since HSCP (APM 278) faculty clearly serve a more integral and indispensable function than Volunteer (APM 279) faculty, CAP questions the rationale for imposing significant new expectations on the former, simply to distinguish them from the latter.

In summary, CAP does not support the proposed “scholarly or creative activity” evaluation criterion for HSCP faculty. Its motivation is moot, its implementation has not been carefully thought out, and its potential negative consequences are serious.

February 1, 2017

**RACHAEL GOODHUE**, Chair  
Davis Division of the Academic Senate

RE: Systemwide Review of Proposed Revisions to APM 278 and APM 210-6

Dear Chair Goodhue,

The Academic Federation Executive Council has discussed the proposed revisions for APM 278 (Health Sciences Clinical Professors) and APM 210-6 (Instructions to Review Committees Which Advise on Actions Concerning the Health Sciences Clinical Professor Series). Members of the Executive Council are supportive of the revisions to the criteria from "research and/or creative" activity to "scholarly or creative" activity.

The Academic Federation appreciates the opportunity to review and provide feedback on these proposed revisions.

Respectfully submitted,



Pat Randolph, Chair  
Academic Federation

c: Edwin Arevalo, Executive Director, Academic Senate  
Kimberly Pulliam, Associate Director, Academic Senate

February 15, 2017

Jim Chalfant  
Chair, Academic Council

**RE: Second Systemwide Review: Revised APM Policy Sections 278 and 210-6 (Health Sciences Clinical Professor Series)**

Dear Jim,

The Executive Board of the UCLA Academic Senate solicited comments on the Second Systemwide Review of Revised APM Policy Sections 278 and 210-6 (Health Sciences Clinical Professor Series) from the standing committees of the Senate, as well as the Faculty Executive Committees, to maximize faculty feedback; the individual responses from our various committees are available [online](#). The Executive Board was unable to meet and discuss the attached response from the College Faculty Executive Committee. No other comments were received.

The Academic Senate leadership appreciates the opportunity to opine and has no additional suggestions.

Please feel free to contact me should have any questions.

Sincerely,



Chair, UCLA Academic Senate

cc: Hilary Baxter, Executive Director, Systemwide Academic Senate  
Leo Estrada, Immediate Past Chair, UCLA Academic Senate  
Sandra Graham, Vice Chair/Chair-Elect, UCLA Academic Senate  
Michael LaBriola, Principal Policy Analyst, Systemwide Academic Senate  
Linda Mohr, Chief Administrative Officer, UCLA Academic Senate  
Shane White, Vice Chair, Academic Council

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**February 15, 2017**

**JIM CHALFANT, CHAIR, ACADEMIC COUNCIL**

**Re:** Second Systemwide Review of Proposed Revised Academic Personnel Manual (APM) Section 278, Health Sciences Clinical Professor Series;  
Section 210-6, Instructions to Review Committees Which Advise on Actions Concerning the Health Sciences Clinical Professor Series

Because the Health Sciences Clinical Professor Series is not currently in use at Merced and the proposed revisions have already been refined through prior review, the Divisional Council of the Merced Division considered the proposed revisions to APM 278 and 210-6 by consent calendar at its February 2, 2017 meeting.

We thank you for the opportunity opine, but have no comment.

Sincerely,

A handwritten signature in cursive script, appearing to read "Susan Amussen".

Susan Amussen, Chair  
Division Council

CC: Divisional Council  
Hilary Baxter, Executive Director, Systemwide Academic Senate  
Laura Martin, Executive Director, Merced Senate Office



CHAIR, ACADEMIC SENATE  
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February 15, 2017

Jim Chalfant, Chair, Academic Council  
1111 Franklin Street, 12th Floor  
Oakland, CA 94607-5200

**RE: Second Round Revision to APM 278 & APM 210-6 Health Sciences Clinical Professor Series**

Dear Jim,

I write in response to the second round revisions to APM 278 and 210-6. The reviewing committees' responses are as follows.

The Committee on Educational Policy demurred, opting not to comment because the proposed changes do not affect matters within its purview. Graduate Council expressed no concerns with the proposal.

The Committee on Diversity and Equal Opportunity (CODEO) made one small suggestion, asking that the new language in APM 210-6 be broadened to include "trainees." The redline version of the proposal to which the committee is referring currently reads as follows:

"...including development of particularly effective strategies for the educational advancement of students in various underrepresented groups."

CODEO is simply recommending that "trainees" be added after "students" in this part of the revision.

The Committee on Rules and Jurisdiction supports the proposal by a vote of 2 positive to 1 negative. Its comments include a suggestion to revise the section "Advancement to Above Scale Status" on page 35. There is a vague reference to "work" in this portion, and the committee suggests replacing "work" with "scholarly work" or their "research, teaching and service work".

The Committee on Research (CoR) expresses concern that its previous indication that "clinical appointments should not have a research component" (a point also made by the system-wide CoR) was not adequately addressed by the revision. Part of its concern is that "administrative activities" have leaked into the new definition of "scholarly and creative activities," and that teaching and community service are now also included in the description of those activities. The concern here is that the revision's definition and description is inaccurate and, at worst "trivializes scholarly and creative activity." The committee suggests eliminating research, scholarly, and/or creative work as a "requirement for appointment or promotion to the Associate Professor or Professor rank, but give credit for true research, scholarly, and creative activity under the heading of 'professional competence and activity.'"

The Committee on Academic Personnel (CAP) expressed several concerns that originate in their comments on the first round of review. It is particularly concerned with whether there will be inconsistency in relation to the evaluation of other Academic Senate rank faculty. CAP suggests streamlining the draft to its essential components. Specific concerns are outlined as follows:

**210-6c** (p. 2-3 redline): It is unclear why external review letters "may not be required" for promotions to the Associate Professor or Professor ranks, whereas they are required for advancement to Step VI or Above Scale. Especially in the evaluation of scholarly or creative activity, it seems that outside evaluation is necessary at all levels to be comparable to other ladder rank evaluation across the Academic Senate.

**210-6b** (p. 1 redline) /**278-10** (pg. 6 redline): "The Dean or Department Chair": does this refer to the concept that only one or the other will be appropriate at most campuses? Normally, if there is a Dean and Department Chair, then letters and evaluations should come from both sources. Language should be changed to "Department Chair and/or Dean as appropriate". Note that this is the phrase used in APM-278c.

**210-6b** (p. 1 redline) /**278-10** (p. 6-7 redline): Are there minimum limits set for each of the four areas of evaluation such that an individual can have a negotiated zero contribution in a particular area. There are no explicit guidelines on this. At least some contribution in all four areas should be mandated.

CAP also had the following suggestions, though they are not as crucial as the previous ones:

210-6b (p. 2 redline): The Chair "should also indicate" should be changed to "will indicate". It is essential to include this information for clarity.

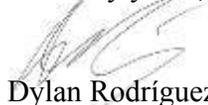
210-6-2 Teaching (p. 6 redline): Adding phrases such as "capacity to awaken in students an awareness of the relationship of the subject to other fields of knowledge" is an example of information that can be consolidated to make review more simple not more complex.

210-6-2 Teaching (p. 8 redline): The second and third paragraphs are highly repetitive and could be consolidated.

210-6-2 Professional Competence and Activity (p. 10 redline): It is unclear why the formatting has changed in comparison to all other listed evaluation criteria. This section can be consolidated.

210-6-4 University and Public Service (p. 12-14 redline): The last paragraph: section redundant to previous paragraph and can be deleted.

Sincerely yours,



Dylan Rodríguez  
Professor of Ethnic Studies and Chair of the Riverside Division

CC: Hilary Baxter, Executive Director of the Academic Senate  
Cherysa Cortez, Executive Director of UCR Academic Senate Office



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February 16, 2017

Professor Jim Chalfant  
Chair, Academic Senate  
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SUBJECT: Proposed Revisions to APM 278, Health Sciences Clinical Professor Series and  
APM 210-6, Instructions to Review Committees...Health Sciences Clinical Professor  
Series

Dear Jim:

The proposed revisions to APM 278, Health Sciences Clinical Professor Series and APM 210-6, Instructions to Review Committees...Health Sciences Clinical Professor Series were circulated to standing Senate committees for review, and were discussed at the San Diego Divisional Senate Council's meeting on February 13, 2017. The San Diego Divisional Senate Council endorsed the proposed revisions. Additional comments and suggestions are summarized below.

Reviewers noted that the proposed changes provide needed clarification of the expectations of members of the Health Sciences Clinical Professional series. The UC San Diego Health Sciences Faculty Council (HSFC) suggested that, since the primary focus of faculty in this series is clinical activity, the evaluation criteria listed in APM 278-10 and 210-6(b) should be ordered in terms of importance: professional competence, teaching, scholarly or creative activity, and University and public service. The HSFC observed that the revision limiting the appointment/reappointment of Health Sciences Clinical faculty to one year or less would be a major shift from the current policy of two year appointments/reappointments. It was noted that such a shift could convey a lack of institutional commitment to new faculty members and negatively impact faculty recruitment. The HFSC also pointed out that this shift may place an undue administrative burden on those offices that would be charged with the reappointment of all Health Sciences Assistant and Associate Clinical Professors on an annual basis.

Sincerely,

Kaustuv Roy, Chair  
Academic Senate, San Diego Division

cc: F. Ackerman H. Baxter R. Rodriguez

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Ruth Greenblatt, MD, Chair  
David Teitel, MD, Vice Chair  
Arthur Miller, PhD, Secretary  
Jae Woo Lee, MD, Parliamentarian

February 17, 2017

Jim Chalfant, PhD  
Chair, Academic Council  
Systemwide Academic Senate  
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Re: Review of the Proposed Revised APM Sections 278 and 210-6

Dear Jim,

The San Francisco Division of the Academic Senate has participated in the second round of the review of proposed revised APM Sections 278 and 210-6. On the whole, the San Francisco Senate appreciates the recommended revisions which "(1)...allow campuses to interpret and to implement the policies, and [that] (2) the term "scholarly or creative activity" should replace "research and/or creative activity.'" However, given the primary clinical role of clinical faculty at Health Sciences UC campuses, the San Francisco Division would go farther and state that creative work should encompass a wider range of activities, including teaching innovations, medical informatics, ethics, writing, setting new clinical standards and the development of new clinical methods. Changes made to the latter more aptly encompass the type of creative activity which Clinical X and Health Sciences Clinical Series faculty conduct on a regular basis.

UCSF's CAP looks forward to working closely with our Academic Affairs and campus administration to develop review guidelines for both the Clinical X and Health Sciences Clinical Series to insure consistency across faculty series. Doing so will also support UCSF faculty who may in the future transfer to another UC campus, and vice versa.

UCSF's Equal Opportunity Committee (EQOP) also makes the following recommendation to the red-lined version of APM 210-6 within (2) Teaching, on page 7. At the end of the paragraph on the "*effectiveness of one's teaching...*," EQOP members suggest inserting "*under-represented and historically disenfranchised students,*" following advancement of, as follows:

(including development of particularly effective strategies for the educational advancement of ~~students in various~~ **groups and historically disenfranchised students.**)

EQOP believes including this distinction aligns with the University's longstanding commitment to diversity and equal opportunity at its campuses.

Thank you for the opportunity to review these important revisions to APMs 278 and 210-6. If you have any questions on UCSF's comments, please do not hesitate to let me know.

Sincerely,

A handwritten signature in black ink, appearing to read "Ruth Greenblatt". The signature is written in a cursive, flowing style.

Ruth Greenblatt, MD, 2015-17 Chair  
UCSF Academic Senate

Encl. (2)

CC: David Teitel, Vice Chair, UCSF Academic Senate

January 18, 2017

Ruth Greenblatt, MD  
Academic Senate  
500 Parnassus  
San Francisco, CA 94143

Re: *Second Systemwide Review of Proposed Revised APM Section 278, Health Sciences Clinical Professor Series, and Section 210-6, Instructions to Review Committees Which Advise on Actions Concerning the Health Sciences Clinical Professor Series*

Dear Chair Greenblatt:

Thank you for requesting feedback on the second Systemwide Review of both APM 278 and APM 210-6. Members of the Committee on Academic Personnel (CAP) discussed these revisions at several meetings in December 2016 and January 2017.

Overall CAP members appreciate the recommended revisions which "(1)...allow campuses to interpret and to implement the policies, and [that] (2) the term "scholarly or creative activity" should replace "research and/or creative activity." Changes made to the latter more aptly encompass the type of creative activity which Clinical X and Health Sciences Clinical Series faculty conduct on a regular basis.

However these proposed revisions give rise to additional questions for CAP as related to consistency of interpretation and implementation across UCSF sites, departments, and schools.

CAP members encourage Academic Affairs and campus administration to develop review guidelines for both the Clinical X and Health Sciences Clinical Series that insure consistency. This will enable UCSF CAP to deliver upon its charge as defined by Divisional bylaw 110. Doing so would also support UCSF faculty who may in the future transfer to another UC campus. Transferring in either of the said series from one UC campus to the other, without clear guidelines for measuring success in those series, could put such faculty at a disadvantage during initial appointment at the non-UCSF campus. The same holds true for faculty transferring from UCSF to another UC campus.

Separately, while page four of the proposed revisions document provides counsel on distinguishing research or creative activity in the Clinical X Series from that of the Health Sciences Clinical Series, there remains much room for differing interpretations at a campus, school or department level. Such differences will hinder CAP in making consistent assessment of faculty personnel packets put forth for review. With increased expectations of dissemination for HS Clinical Faculty, of particular interest to CAP is clarification, both of qualitative and quantitative measures which demonstrate how this creative activity in the Health Sciences Clinical Series will differ from that of the Clinical X Series. This is especially relevant in the current and predicted financial environment. On CAP we are seeing HS Clinical faculty increasingly recruited by departments to expand clinical output. Ultimately, faculty and their mentors will benefit from clear demarcation of what a HS Clinical Series faculty member looks like compared to a Clinical X Series member.

Sincerely,

**Committee on Academic Personnel**

Kirsten Fleischmann, MD, Chair  
Jeffrey Critchfield, MD, Vice Chair  
Lundy Campbell, MD  
Pamela Den Besten, DDS

Patrick Finley, PharmD  
Robert Nissenson, PhD  
Jacquelyn Maher, MD  
Catherine Waters, RN, PhD, FAAN

David Lovett, MD  
David Saloner, PhD

## Communication from the Committee on Equal Opportunity

Linda Centore, PhD, ANP, Chair

February 14, 2017

TO: Ruth Greenblatt, Chair of the Academic Senate, San Francisco Division

CC: Todd Giedt, Executive Director, Academic Senate, San Francisco Division

FROM: Linda Centore, Chair, Committee on Equal Opportunity

RE: Comment on UC Systemwide Policy Review, APM 210-6

Dear Chair Greenblatt,

Among its core duties within the Senate's jurisdiction, the Committee on Equal Opportunity (EQOP) reviews the status of underrepresented groups and includes the Division's progress on achieving equal opportunity for underrepresented groups in its annual report.

At its January 9 meeting, EQOP reviewed revisions to APM 210-6 and offered the following recommendation under (2) *Teaching*, on page 7 of the red-lined draft revision.

Beginning with the paragraph *effectiveness in creating an academic environment that is open and encouraging to all students*. EQOP members recommend inserting *underrepresented and historically disenfranchised students* within the following sentence, following *advancement of: (including development of particularly effective strategies for the educational advancement of students in various underrepresented groups*. EQOP believes including this distinction aligns with the University's longstanding commitment to diversity and equal opportunity at its campuses.

Thank you for facilitating the opportunity to review and comment on this UC Systemwide policy.

Sincerely,



Linda Centore, PhD, ANP



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)  
Fanis Tsoulouhas, Chair  
ftsoulouhas@ucmerced.edu

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February 4, 2017

JIM CHALFANT, CHAIR  
ACADEMIC COUNCIL

**RE: PROPOSED REVISIONS TO APM SECTIONS 278 AND 210-6**

Dear Jim,

UCAP discussed the proposed revisions to APM Sections 278 & 210-6 during our meeting on January 11, 2017. The committee had the following feedback about the proposed revisions and suggested new language (which is in bold and underlined).

210-6.b paragraph 2: The first sentence should be revised to read “The Dean or Department Chair is responsible for documenting the faculty member’s division of **time and** effort among the four areas of activity; this written recommendation letter shall be placed in the dossier and shall be shared with the faculty member.” Members were in support of this change.

210-6.b paragraph 4: A motion was made, seconded and approved to support removing this sentence: “Clinical teaching, professional activity, and scholarly or creative activity may differ from standard professorial activities in the University, and may therefore be evaluated on the basis of professional competence, intellectual contribution, and originality.” UCAP has concerns that this paragraph connotes that standard professorial activities in the University are not evaluated on the basis of professional competence, intellectual contribution, and originality.

210-6(2) paragraph 2: The first sentence should be revised to read “In judging the effectiveness of a candidate’s teaching, the committee should consider such points as the following: the candidate’s command of the subject; continuous growth in the subject field; ability to organize material and to present it **effectively** ~~with force and logic~~;...capacity to awaken in students an awareness of the **potential** relationship of the subject to other fields of knowledge; fostering of student independence and capability to reason; spirit and enthusiasm...”

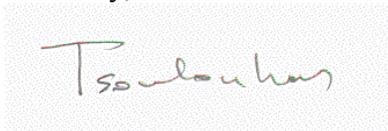
210-6(3) paragraph 2: The overarching concern is that the statement about what would count as meeting the creative scholarly requirement is vague. This paragraph suggests that the criteria could be met by administrative activities. A motion was made, seconded and approved to revise the first sentence of this paragraph to read “In order to be appointed or promoted to the Associate Professor or Professor rank in this series, the individual’s record **is expected to** ~~must~~ demonstrate contributions to scholarly, creative, or administrative activities.” Members agreed that each campus, or even school, will interpret what the minimal expectation should be.

278-8: Members agreed to suggest that the criteria for appointment to Health Sciences Clinical Instructor or Professor be included in APM 210.

An overall concern for UCAP is that the addition of this new requirement or expectation of creative scholarly activity being placed on faculty in the Health Sciences Clinical Professor series will have a deleterious effect.

The committee appreciates the opportunity to provide feedback on this systemwide review item. Please don’t hesitate to contact me if you have any questions.

Sincerely,

A handwritten signature in blue ink that reads "Tsoulouhas". The signature is written in a cursive style and is placed on a light blue, textured rectangular background.

Fanis Tsoulouhas, Chair  
UCAP