



Kum-Kum Bhavnani
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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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June 2, 2020

**SUSAN CARLSON, VICE PROVOST
ACADEMIC PERSONNEL**

Re: Health Sciences Faculty and C-19 Security

Dear Susan,

At its May 27, 2020 meeting, the Academic Council, unanimously endorsed the attached letter from the University Committee on Faculty Welfare (UCFW) recommending that Clinical X and In-Residence Senate faculty who need to reduce effort due to COVID-19 and who desire to be re-appointed in those series at less than 100% effort be given an easier path to keep their Senate membership and privileges.

I suggest that this flexibility be sun-setted no later than June 2023, and assessed annually during these three years.

Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in cursive script that reads "Kum-Kum Bhavnani".

Kum-Kum Bhavnani, Chair
Academic Council

cc: Academic Council
HCTF Chair Peterson
Provost Brown
Executive Vice President Byington
Senate Directors



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
Jean-Daniel Saphores, Chair
saphores@uci.edu

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May 6, 2020

**KUM-KUM BHAVNANI, CHAIR
ACADEMIC COUNCIL**

RE: Simplified process for maintaining the Senate membership of newly part-time In-Residence and Clinical X faculty during the Covid-19 crisis

Dear Kum-Kum,

Faculty in the Health Sciences have been expressing concerns that the Covid-19 crisis has hampered their ability to maintain full-time professional effort as required for appointments to the Clinical X and In-Residence Senate series, because of additional family constraints (schools and daycares have closed), and state-mandated restrictions that limit their ability to practice medicine. As a result, some Clinical X and In-Residence Senate faculty, who do not receive state salary support, are at risk of losing their Senate status because they cannot bill enough patients to keep their full-time status. Affected faculty will likely be asked to move to a non-Senate series that allows them to work part-time without an exception (namely HS clinical or adjunct series). This change of series would have an administrative cost for UC and it could have a devastating impact on the morale of these faculty, which is already low. It could also mean that they may leave UC when presented with the opportunity, at a time when we should be encouraging our talented clinical trialists and our translational researchers to remain at UC.

The systemwide Academic Personnel Manual (APM 270-16-a for In-Residence series and APM 275-16a for Clinical X series) specifies that faculty in these series may reduce effort, but only by exception from the Chancellor of their respective campuses, in rare cases, and if deemed in the best interest of the University. Importantly, the APM then confers to the part-time In-Residence and Clinical X faculty who have received such an exception the same membership and voting privileges in the Academic Senate as full-time appointees.

While UC deals with Covid-19 and its aftermath, we would therefore like to ask you to recommend to the administration that faculty who desire to be re-appointed in the In-Residence or Clinical X series at less than 100% effort be given an easier path to keep their Senate membership and privileges. More specifically, we would like to suggest a simplified process at the departmental level where the reasons for less than full-time status would be agreed upon between applicants and their chair, and recorded in a memorandum of understanding, before approval by the appropriate administrators and Chancellor (or designate). The details of this simplified process would be discussed by faculty and administrative representatives, and approved jointly by their campus Senate and their campus administration. Once in place, all health science faculty would be informed about the availability of this simplified procedure.

Implementing this request would not be onerous to UC and it would demonstrate to Clinical X and In-Residence faculty that UC values their contribution during these difficult times.

Sincerely,

Jean-Daniel Saphores, UCFW Chair

Mark A. Peterson, HCTF Chair

Copy: UCFW
UCFW – HCTF
Mary Gauvain, Vice Chair, Academic Council
Hilary Baxter, Executive Director, Academic Senate