



CHAIR, ACADEMIC SENATE
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May 18, 2016

Dan Hare, Chair, Academic Council
1111 Franklin Street, 12th Floor
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RE: Proposed Revisions re APM Policy Sections 278, 210-6, 279, 112 and New APM - 350

Dear Dan,

During the May 9 meeting, Executive Council discussed the proposed changes to APM 278, 210-6, 279 and 122, as well as, the new APM 350.

Council appreciates the effort of the Work Group that generated these changes and additions, as well as, the need for these types of revisions. However, there were several points in the proposal that we believe should be addressed. I will provide below a short summary and refer you to the memoranda from our Committee on Rules and Jurisdiction and the School of Medicine Executive Committee, for full details.

The proposed 8-year limitation of service for faculty holding a without-salary Health Sciences Compensation Plan (HSCP) series appointment would negatively impact UCR School of Medicine and is of great concern. We are in the process of building long-term community partnerships, and this constraint would affect many of our faculty; it would be very difficult for the School to find the required number of faculty for these positions every 8 years. This requirement would force the School to avoid this track in favor of the Volunteer Clinical faculty track.

The revised **278-16 b.** removes the conditions under which a competitive affirmative-action search and Senate review are required when changing to another series. The proposed language may be interpreted as allowing change to, say, the Professor series, without meeting these conditions; requiring "academic review" is too vague to avoid misinterpretation. The language in this section should be revised to avoid such ambiguities.

In addition, we have several specific recommendations:

278-17 c. It is unclear who will determine whether the appointment should be extended.

278-17 b. It is unclear whether the limitations apply to a single step or the entire series.

279-10 a. This section appears inconsistent with APM 279-0, we propose the following modification:

“If the individual has participated in professional organizations, University and community service, and/or research, a description of these activities may be included in the appointee’s personnel file as part of the review material and the individual should be considered for re-appointment in the Health Sciences Clinical Professor series.”

We also suggest the last sentence in the second paragraph be modified by adding “in consultation with the clinical schools and departments” so that it would read

“The Chancellor, in consultation with the clinical schools and departments, shall establish campus guidelines that specify the minimum number of required hours per year; the number of minimum hours may vary in different schools or departments.”

279-17 c. Since clinical faculty appointments, reappointments, and/or promotions are usually reviewed and approved by the committee on Volunteer Clinical appointments and promotions we propose the modification:

“Prior to appointment, reappointment, and/or promotion, each candidate’s clinical competence shall be reviewed and approved by Volunteer Clinical appointments committee, the Department Chair and/or the Dean, as appropriate to the School.”

279-20 a. It is unclear whether a competitive search is necessary for re-appointment of Volunteer Clinical Professor at Health Science Clinical Professor if the individual participated in professional organizations, University and community service, and/or research. We propose the modification:

“Transfer of a Volunteer Clinical Professor to another University title requires academic review. Appointment to another University title may be made after a competitive search, provided that the individual meets the appointment criteria associated with that title.”

279-20 c. It is not clear what “the opinion” is. This should be better specified.

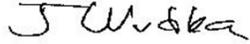
279-20 d. If the appointment is terminated as a result of “the opinion of the Dean”, there appears to be a conflict of interest with the statement “An appointee may present a written complaint about his or her appointment or early termination of the appointment to the Dean for administrative review.”

350-18 It is unclear whether the Clinical Associate series can be used for UC employed and paid physicians working in UC owned and operated clinical settings (which we would support). The remuneration restrictions in 350-18, however would prevent us from using this series for one of the groups it seems to have been intended for. The new School at UCR anticipates using this category on occasion for UCR-employed physicians at a UC-owned and operated clinics, providing, for example, clinical care but not involved in teaching. For this reason, we propose the following modification to 350-18:

"Individuals appointed to the title of Clinical Associate may be with or without salary."

Finally, 278-8 (c), APM-279-20.a and 350-20.c should clarify what happens if, for example a Clinical Associate takes on some research on occasion.

Sincerely yours,

A handwritten signature in black ink, appearing to read "J Wudka". The signature is written in a cursive, slightly slanted style.

Jose Wudka
Professor of Physics & Astronomy and Chair of the Riverside Division

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