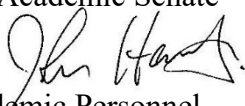




COMMITTEE ON ACADEMIC PERSONNEL

February 1, 2017

To: Dylan Rodriguez
Riverside Division Academic Senate

From: John Heraty, Chair 
Committee on Academic Personnel

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

The Committee on Academic Personnel met to consider the second round of revisions to APM 278 & APM 210-6. CAP noted several concerns provided in the first round of review that have not been addressed with the current proposed revisions. It seems the intent of revisions to APM 278 was to provide clarity on the criteria to be used when evaluating the Health Sciences Clinical Professor Series; however, the suggested changes are at times inconsistent, highly repetitive, and add confusion rather than clarity. CAP further questioned decisions that are at odds with the evaluation of other Academic Senate rank faculty. In CAP's opinion, streamlining the draft to the essential components would be very beneficial to all parties. Specific concerns expressed during CAP's evaluation of the documents are outlined below. Items marked in bold are considered substantial and affect how files will be presented and evaluated by the Committee on Academic personnel.

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 change 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.

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.

At times the renumbering of the redline version is inconsistent. The wording in the final copy does not match the suggested changes provided in the redline version.