


January 21, 2017

To: Dylan Rodriguez, Chair
Riverside Division

From: Richard Arnott, Chair 
Committee on Research

RE: Systemwide Review: APM Revisions – Second review of revisions to
APM 278 & APM 210-6 Health Science Clinical Professor Series

Last spring the committee approved the proposed revisions but with the qualification that "the committee felt that clinical appointments should not have a research component". Since essentially the same point was made by the system-wide Committee on Research, this issue should have been properly dealt with in the revisions. It was not. The revision made some changes in wording concerning the point at issue. The original draft stated (210-6-b) that "The review committee shall evaluate the candidate with respect to --- (4) research and creative work ---". The revision has changed this to " --- with respect to (3) scholarly and creative activity ---". Later (under (3) Scholarly or Creative Activity) the revision describes what is meant by "scholarly and creative activity":

"In order to be appointed or promoted to the Associate or Professor rank in this series, the individual's record must demonstrate contributions to scholarly, creative, or administrative activities. Evidence may include, but is not limited to, the following examples of such activity: participation in platform or poster presentations at local, regional, or national meetings; development of or contribution to educational curricula; development of or contribution to administration of a teaching program; participation in the advancement of professional education; publication of case reports or clinical reviews; development of or contributions to administration (supervision) of a clinical service or health care facility; development of or contributions to clinical guidelines or pathways; development of or contributions to quality improvement programs; development of or contributions to medical and other disciplinary information systems; participation in the advancement of university professional practice programs; development of or contributions to community-oriented programs; or development of or contributions to community outreach or informational programs."

"Administrative activities" have somehow crept into the definition of "scholarly and creative activities". Furthermore, the evidence of scholarly and creative activity has been extended to include administrative activities and teaching activities, and community service. One of the committee members aptly remarked that the above definition is akin

to "attempting a square peg into a round hole." Furthermore, the definition trivializes scholarly and creative activity.

In the committee's opinion, the remedy for this contortion and convolution is simple: Eliminate 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 "professional competence and activity".