



DAVIS DIVISION OF THE ACADEMIC SENATE
ONE SHIELDS AVENUE
DAVIS, CALIFORNIA 95616-8502
(530) 752-2220
academicsenate.ucdavis.edu

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



FACULTY SENATE OFFICE
UC DAVIS SCHOOL OF MEDICINE
Phone: 916-734-9020
Fax: 916-734-9019

4610 X STREET
EDUCATION BUILDING, SUITE 3127
SACRAMENTO, CA 95817

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 dark ink, appearing to read "Stuart H. Cohen", with a long, sweeping underline.

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

CAP Oversight Committee

January 24, 2017 2:03 PM

Response continued on next page.

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