



# **Davis Division Academic Senate**

## **Request for Consultation Responses**

### **Second Review of Proposed Revisions to APM 278 and 210-6**

**February 3, 2017**

The University invites comments on the second review of the following APM sections:

- 278, Health Sciences Clinical Professor Series (APM - 278);
- 210-6, Instructions to Review Committees Which Advise on Actions Concerning the Health Sciences Clinical Professor Series (APM - 210-6)

Proposed revisions differentiate the Health Sciences Clinical Professor title from the Volunteer Clinical Professor title, identify responsibilities for faculty appointed to a Health Sciences Clinical Professor title, and strengthen and refine review criteria for appointment and advancement.

The Davis Division's previous comments are attached at the end of the documents.

# **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.

# **FEC: School of Medicine**

**February 7, 2017 2:01 PM**

*Response continued on next page.*



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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