



Davis Division Academic Senate

Request for Consultation Responses

APM Review - Conflict of Commitment with Outside Activities & Health Science Compensation Plan

February 7, 2014

Three APM sections have been distributed for UC-wide review: APM -025: Conflict of Commitment & Outside Activities for Faculty Members; APM 670: Health Sciences Compensation Plan; and APM 671: Conflict of Commitment and Outside Professional Activities of Health Sciences Compensation Plan Participants. The proposal is responsive to campus administrator and faculty requests to clarify the purpose, scope, and compliance requirements concerning conflict of commitment policy for general campus faculty and for Health Sciences Compensation Plan (HSCP or the Plan) faculty.

Academic Freedom & Responsibility

February 5, 2014 11:50 AM

We have examined the proposed revision to APM 25 AND 670 and do not feel that it presents academic freedom issues.

Moradewun Adejunmobi

Chair, committee on academic freedom and responsibility

CAP Oversight Committee

December 6, 2013 8:46 AM

Conflict of Commitment with Outside Activities

The Committee on Academic Personnel has reviewed the proposed revisions of the APM to section 025 on Conflict of Commitment and Outside Activities of Faculty Members, section 670 on Health Sciences Compensation Plan, and section 671 Conflict of Commitment and Outside Professional Activities of Health Sciences Compensation Plan Members, which would replace Appendix B in the Current APM 670.

The committee understood that several revisions were proposed. However, in our view, the primary goal of the revisions was to address the needs of faculty in the Medical School who participate in the Health Compensation Plan. Members were subject to conditions defined in APM 025 and APM 670 which lead to confusion and conflicts of information and guidance. This was problematic because APM 025 de-emphasizes compensation as an element of policy in defining Conflict of Commitment. However, while APM 025 is appropriate for the fiscal realities of the main campus, the fiscal foundation of the Medical School and Center are different. One part of the foundation for the Medical School involves the clinical productivity and revenue generation by Health Sciences Compensation Plan participants. Therefore, outside compensation needs to be a point of emphasis that is clearly described in the Health Sciences Compensation Plan. Members of CAP agreed that the description of how Medical School departments should detail the role of compensation Conflict of Commitment for Health Sciences Compensation Plan Members was appropriate. Hence, CAP supports the revisions and addition of section 671 to the APM, with one caveat. Page 4 of the letter of October 25, 2013 describing the language of the proposed section 671 mandates “A pre-approval requirement after either the time or dollar threshold has been reached.” The meaning of this statement was not clear to the committee, and a search of the letter did not reveal additional information that clarified this pre-approval requirement. CAP recommends clarification of this item.

Council of School & College Faculty Chairs (LS: SOC SCI)

December 2, 2013 5:57 PM

No response at this time.

Faculty Welfare

January 15, 2014 10:20 AM

The Faculty Welfare Committee agreed that the new version is much improved and substantially clearer, in particular due to the separation of those on the Health Sciences Compensation Plan from the rest of the faculty. The committee had one point of clarification on the Annual Reporting Form. There was some confusion concerning the meaning of "...for the time your academic-year or fiscal-year appointment was effective during the identified fiscal year." It would be useful to clarify that the "effective" appointment excludes Vacation and Summer Months (when not receiving additional University summer compensation).

Graduate Council

November 15, 2013 11:16 AM

No response at this time.