

278-4 **Definition**

- a. Faculty in the Health Sciences Clinical Professor series are salaried appointees in the health sciences who teach, participate in patient care, and may participate in University and/or public service and scholarly and/or creative activities.

Faculty in the Health Sciences Clinical Professor series teach the application of basic sciences and the mastery of clinical procedures in all areas concerned with the care of patients, including dentistry, medicine, nursing, optometry, pharmacy, psychology, veterinary medicine, the allied health professions, and other patient care professions.

The Health Sciences Clinical Professor series is separate from the volunteer Clinical Professor series, which is governed by APM - 279.

- b. Faculty in the Health Sciences Clinical Professor series may serve full time, part time, or without salary.
- c. Concurrent without-salary appointments

A concurrent without-salary appointment in the Health Sciences Clinical Professor series may be made for an appointee who is employed by the University as a staff physician or clinician, or for an individual who holds a salaried clinical appointment paid by an institution with which the University has a formal affiliation agreement. The Chancellor, with the advice of the clinical departments, may establish separate review procedures and, within the limits of APM - 210-6, separate criteria for these appointees. For example, the Chancellor may decide that the campus will conduct only promotion reviews for this group.

When an individual's salaried appointment ends, the without-salary appointment in the Health Sciences Clinical Professor series also will end automatically. Without-salary appointments in this series are to be distinguished from appointments in the volunteer Clinical Professor series (APM - 279), which are for practitioners from the community and at other non-affiliated sites.

- d. Health Sciences Clinical Professor titles are supported primarily by non-State funds, as defined in APM - 190, Appendix F (footnote 1), although under certain conditions, State funds may be used (see APM - 278-16-a).

278-8 Types of Appointment

- a. Titles (and ranks) in this series are:
 - (1) Health Sciences Clinical Instructor
 - (2) Health Sciences Assistant Clinical Professor
 - (3) Health Sciences Associate Clinical Professor
 - (4) Health Sciences Clinical Professor
- b. An *appointment* (as distinguished from a promotion) occurs when an individual is employed in one of the four ranks listed above, if the individual's immediately previous status was:
 - (1) not in the employ of the University; or
 - (2) in the employ of the University but not in this series.
- c. A *change of series* is a type of new appointment for an individual whose last appointment was within the University of California, usually in a faculty title. A change of series may occur because an individual's duties change. A regular academic review is required for this action. A competitive affirmative action search may or may not be required, (see APM - 278-16-b).
- d. A *promotion* is an advancement within this series from one rank to a higher rank.
- e. A *merit increase* is an advancement in salary step or to an above-scale salary rate without a change in rank (see APM - 615).
- f. A *reappointment* is the renewal of an appointment in this series immediately following the end date of the previous appointment (i.e., without a break in service). A reappointment may or may not be accompanied by a promotion or a merit increase.

278-10 Criteria

A candidate in this series shall be evaluated using the criteria specified below. The criteria shall be appropriately weighted to take into account this series' primary emphasis on direct patient care services and clinical teaching. See APM - 210-6.

The criteria are:

- a. Professional competence and activity
- b. Teaching
- c. University and public service are desirable and encouraged to the extent required by campus guidelines
- d. Research and creative work are desirable and encouraged to the extent required by campus guidelines

These criteria and standards are set forth in APM - 210-6, *Instructions to Review Committees Which Advise on Actions Concerning the Health Sciences Clinical Professor Series*.

278-16 **Restrictions**

- a. Funding
 - (1) For Health Sciences Compensation Plan members, no State funds shall be used for any salary above the rate associated with the faculty member's rank and step on the Fiscal Year Salary Scale. Any compensation above the Fiscal Year Salary Scale shall be funded using Health Sciences Compensation Plan funds and/or other non-State funds in compliance with any relevant fund source restrictions as outlined in APM - 670, Health Sciences Compensation Plan, Section IV-A, B, and C.

The Chancellor may develop guidelines on the locally appropriate use of State and non-State funds to support appointments in this series, within the restrictions on fund sources stated in the Health Sciences Compensation Plan and the restrictions given below in (2) and (3).

- (2) In a school or equivalent unit where all appointees in this series have appointments of one year or less, funding equivalent to the Fiscal Year Salary Scale rate for the appointee's rank and step may come from State funds or from other sources. The Chancellor shall notify these faculty that the use of State funds for these appointments does not indicate any commitment of tenure or security of employment. For such appointments, which may be renewed, there is no time limit on the use of State funding.

- (3) Limits on State funding for Schools not covered by (2) above.

In a school or equivalent unit where appointees in this series do not all have appointments of one year or less, the following restrictions apply for any individual who has an appointment at 50 percent time or more. At least 50 percent of funding equivalent to the Fiscal Year Salary Scale rate for the rank and step of an appointee shall come from sources other than State funds. However, in exceptional circumstances, the Chancellor is authorized to use State funds for 50 percent or more of an individual's Fiscal Year Salary Scale rate for the specific rank and step for no more than 8 (eight) years. This limit on State funding applies to service for an individual over the course of his or her University career in all ranks in this series combined. Such an exception, in combination with service in any other State-funded appointment in those titles specified in APM - 133-0-b and -c, shall not exceed eight years.

Appointments in the Health Sciences Clinical Professor series at less than 50 percent time may be supported by State funds with no limit on the duration of the use of State funding.

- b. Change of series of appointees to other titles

An appointee in the Health Sciences Clinical Professor series may be appointed to the Professor series, the Professor in Residence series, or the Professor of Clinical (e.g., *Medicine*) series only after a competitive affirmative action search and review by the appropriate Senate committee. In exceptional circumstances, the Chancellor may grant an exception to the search requirement.

The Chancellor may approve the transfer of an appointee in the Health Sciences Clinical Professor series to the Adjunct Professor series with the individual's consent, the recommendation of the department, and a regular academic review.

278-17 **Terms of Service**

An appointment in the Health Sciences Clinical Professor series shall have a specified ending date. Written notice of the appointment or reappointment shall follow the provisions of APM - 137-17. In addition, the written notice shall include any funding requirements for continuing the appointment and reappointment.

a. Health Sciences Clinical Instructor

At this rank, an initial appointment is limited to a one-year term but may be for a shorter term. Total University service as a Health Sciences Clinical Instructor may not exceed two years. The Chancellor may grant an exception to the two-year limit.

b. Health Sciences Assistant Clinical Professor

Each appointment and reappointment at this rank is limited to a maximum term of two years but may be for a shorter term. Total University service at more than 50 percent time in this title, combined with those titles listed in APM-133-0-b and -c, may not exceed eight years. The Chancellor may grant an exception to the eight-year limit.

In computing the years of service for a Health Sciences Assistant Clinical Professor, only those quarters or semesters at more than 50 percent time in a UC-paid faculty position will count. There is no eight-year limit for an individual who holds a without-salary Health Sciences Assistant Clinical Professor appointment, along with a salaried clinical appointment paid by an affiliated institute, or along with a University staff title, unless the Chancellor establishes an eight-year limit.

c. Health Sciences Associate Clinical Professor and Health Sciences Clinical Professor

For a Health Sciences Associate Clinical Professor (Steps I, II, and III), each appointment period is limited to a maximum of two years. For a Health Sciences Associate Clinical Professor (Steps IV and V) and for a Health Sciences Clinical Professor, each appointment period is limited to a maximum of three years. An individual may be reappointed for successive terms, for example, as Associate Professor Step V, but each reappointment period is limited to a maximum of three years. These appointments may be made for a shorter term.

Normally, the effective date of an appointment will coincide with the University's fiscal year (July 1 through June 30). Normally, a promotion or merit increase is effective July 1. See APM - 220 for general academic personnel policy regarding appointment and promotion.

278-18 Salary

- a. The academic salary scales for the regular Professor series shall apply, subject to the terms of special salary scales or the Health Sciences Compensation Plan. Salary provisions for Health Sciences Compensation Plan members are outlined in APM - 670, Health Sciences Compensation Plan, Section IV-A, B, C.
- b. Normal periods of service at each step in this series coincide with those of the Professor series as described in APM - 220-18-b.

278-20 Conditions of Employment

- a. Appointees in this series are not members of the Academic Senate.
- b. Neither tenure nor security of employment is acquired by appointment to a title in this series, regardless of percentage of State funding.
- c. Unless not required for the position, appointees in the Health Sciences Clinical Professor series must possess and maintain an appropriate valid license and active membership as a Medical Staff member, or equivalent. Loss of license or active Medical Staff privileges will result in, at department discretion, reassignment of duties or termination of appointment for cause under APM - 150.
- d. Expiration of an appointment, layoff, and termination:
 - (1) APM - 137, Non-Senate Academic Appointees/Term Appointment, applies to this series.
 - (2) A Health Sciences Assistant Clinical Professor who, because of an eight-year limitation of service, is not reappointed as a result of a personnel review, may request a written statement of the reasons for non-reappointment. The written request must be made within 30 (thirty) calendar days of the notice of non-reappointment, and a written response shall be made within 60 (sixty) calendar days of the request. The written notice of non-reappointment shall be given to the individual before the specified ending date, whenever possible. However, the appointment will expire on the specified ending date, regardless of whether the notice was provided before the specified ending date.

- (3) Termination of an appointment prior to the specified ending date shall be only for good cause, and in accordance with the provisions of Section 103.9 of the Standing Orders of The Regents. When the reason for termination is based on budgetary reasons, lack of work, or programmatic needs, the procedures described in APM - 145, Non-Senate Academic Appointees/Layoff and Involuntary Reduction in Time, shall apply. When the reason for termination is for cause, such as misconduct, unsatisfactory work performance, dereliction of duty, or violation of University policy, the procedures described in APM - 150, Non-Senate Academic Appointees/Corrective Action and Dismissal, shall apply.
- e. An appointee with a title in this series is eligible for leave with pay under APM - 758 when the leave is in the interest of the University and to the extent allowable by the fund source(s) from which the salary is paid. When an appointee's base salary is supported wholly or partially by State funds, the leave will be proportionately supported by State funds.
- f. Appointees with a title in this series are not eligible for sabbatical leave (APM - 740).
- g. The Faculty Code of Conduct (APM - 015) applies to all appointees in this series. The Chancellor may develop procedures for the application of the Faculty Code of Conduct.
- h. The provisions of APM - 140 concerning grievances of non-Senate academic appointees shall apply to appointees with titles in this series.
- i. The provisions of APM - 145 concerning layoff and involuntary reduction in time shall apply to appointees with titles in this series.
- j. The provisions of APM - 150 concerning corrective action and dismissal shall apply to appointees with titles in this series.

278-24 **Authority**

The Chancellor has authority to approve academic personnel actions (e.g., appointments, reappointments, merit increases, promotions, and terminations) in this series in accordance with this and other applicable academic personnel policies. The Chancellor has authority to approve above-scale salaries up to and including the Regental compensation threshold. For salaries beyond the Regental compensation threshold, authority rests with The Regents on recommendation of the President,

after appropriate review and as prescribed in Section 101.2(a)(1) of the Standing Orders of The Regents.

278-80 Review Procedures

The general provisions of APM - 220-80 apply to appointees in the Health Sciences Clinical Professor series. The Chancellor, with the advice of the Academic Senate, shall develop local review procedures for this series for all academic personnel actions (e.g., appointment, reappointment, promotion, and termination).