

350-0 **Policy**

Clinical Associates are University-paid staff physicians or other clinicians who practice at a facility that has a formal affiliation with the University of California and whose accomplishments are valuable to the University; they deliver high-quality health care and make contributions to the University through their expertise, knowledge, and perspectives.

350-4 **Definition**

Clinical Associate is a non-salaried, volunteer appointment title for clinicians who contribute to the University of California mission. As Clinical Associates, they practice at UC-affiliated facilities, which include University-managed clinics or practices as well as satellite health care facilities with which the University has a formal affiliation. A Clinical Associate title may be considered by the University for employees in a salaried staff position at a satellite health care facility. Clinical Associates are recognized at their primary practice facility and/or by the University of California for practicing patient care at acceptable quality standards based upon appropriate licensure, credentials, and review of their peers. Because Clinical Associates have no formal teaching or research obligations, they are non-faculty academic appointees.

350-8 **Type of Appointment**

There are no ranks associated with the title Clinical Associate. The word “professor” is not to be included in the title. Appointees are not eligible for emeritus status.

350-10 **Criteria**

The following criteria are applied when evaluating a candidate for appointment:

- a. Evidence of professional competence may be met by specialty or subspecialty board certification, plus evidence of current state licensure or the equivalent; and
- b. Continuing practice at the UC-affiliated facility and satisfactory performance as assessed and documented by peer review at that facility.

350-17 **Terms of Service**

- a. The initial appointment of an individual to the Clinical Associate title shall have a specified end date and may be for a maximum term of five years. Subsequent reappointments may be for maximum terms of five years.

- b. Notwithstanding the individual's appointment or reappointment term, all Clinical Associate appointments are contingent upon the following conditions and will end if either condition is no longer met: 1) the individual continues to actively practice at the UC-affiliated facility and 2) an affiliation agreement between the University and the UC-affiliated facility remains in effect.
- c. The University may terminate the appointment before the end of its term without prior notice.
- d. APM - 145, Non-Senate Academic Appointees/Layoff and Involuntary Reduction in Time and APM - 150, Non-Senate Academic Appointees/Corrective Action and Dismissal, do not apply to appointees in this series.

350-18 **Salary**

Individuals appointed to the title of Clinical Associate are ineligible for compensation, whether in the form of salary or wages, from the University of California, in connection with that appointment.

350-20 **Conditions of Appointment**

- a. Appointment to the title of Clinical Associate does not constitute employment at the University of California.
- b. A Clinical Associate is bound by the relevant rules and policies of the University of California.
- c. Transfer of Clinical Associate appointees to another University title requires academic review. Appointment to another University title may be made after a competitive search, provided that the individual meets the appointment criteria associated with that title.
- d. An appointment as Clinical Associate expires on the specified end date and the University is not obligated to provide written notice. It is within the University's sole discretion not to reappoint an individual. APM - 137, Non-Senate Academic Appointees/Term Appointment, does not apply to the Clinical Associate title.

350-24 **Authority to Appoint**

Appointment and/or reappointment shall be reviewed and approved by the Department Chair and/or the Dean as appropriate to the School.