

278-4 **Definition**

278-0 **Policy**

a. ~~Faculty in the~~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~~is designed to meet the University's mission in ways that are unique to the health sciences disciplines through teaching, scholarly or creative activity, professional activity, and University and public service. Health Sciences Clinical Professor series faculty make substantial contributions to the University through excellence in teaching, clinical expertise, scholarly or creative activities~~achievement, and engagement in service.~~

278-4 **Definition**

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, and other health science topics to students, postdoctoral scholars, fellows, interns, residents, and other clinicians in all academic disciplines concerned with patient care~~of patients, including dentistry, medicine, nursing, optometry, pharmacy, physician assistant studies, psychology, veterinary medicine, the allied health professions, and

~~other patient care professions.~~health care professions. Health Sciences Clinical Professor series faculty engage in scholarly or creative activities which derive from and support their primary responsibilities in clinical teaching and professional and service activities.

The Health Sciences Clinical Professor series is ~~separated~~distinct from the ~~volunteer~~Volunteer Clinical Professor series, ~~which that~~ is governed by ~~APM - 279.~~APM - 279, Volunteer Clinical Professor Series. University-paid staff physicians and staff clinicians and other clinicians and physicians practicing at non-UC-affiliated sites with teaching responsibilities may be appointed to titles in the Volunteer Clinical Professor series under APM - 279. University-paid staff physicians and staff clinicians and other clinicians and physicians practicing at UC-affiliated facilities without teaching responsibilities may be appointed to the Clinical Associate title under APM - 350, Clinical Associate.

278-8 **Types of Appointment**

~~b.~~ Faculty in the Health Sciences Clinical Professor series may serve the University on a full -time, or part -time, basis and may be appointed with or without salary.

~~e.—Concurrent without salary appointments~~

~~A concurrent without salary An appointment in the Health Sciences Clinical Professor series without salary at the University may be made for an appointee who is employed by the University as a staff physician or clinician, or for an individual who 1) holds a without salary or salaried clinical appointment paid by at 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.— (a UC-affiliated facility), and 2) meets the criteria for appointment in this series as described in section 278-10.~~

~~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 into~~ one of the four ranks listed above; occurs 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; or

(3) moving from Health Sciences Clinical Instructor to Health Sciences

Assistant Professor.

- 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~~ Assistant to Associate and Associate to Professor.
- 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~~ APM - 610, Salary Increases).
- 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 for appointment or advancement in this series shall be evaluated ~~using~~ by the following ~~criteria specified below. The criteria, which~~ shall be appropriately weighted ~~to take into account this series' according to the~~ primary emphasis on ~~direct~~ clinical and clinically-relevant teaching and patient care services and ~~clinical~~ teaching. See APM 210-6 also according to the needs of the campus and the individual's responsibilities in the specific discipline. The Dean's or the Department Chair's recommendation letter placed in the dossier shall document the faculty member's expected balance of activities and shall be shared with the faculty member. The four criteria are:

~~The criteria are:~~

a. Teaching

~~ab.~~ Professional competence and activity

~~b.~~ Teaching

c. ~~University and public service are desirable and encouraged to the extent required by campus guidelines~~ Scholarly or creative activity

- d. ~~Research and creative work are desirable and encouraged to the extent required~~
University and public service
~~by campus guidelines~~

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

278-16 **Restrictions**

a. Funding

- (1) ~~For Health Sciences Compensation Plan members, no~~ No State funds shall be used for any salary above the ~~rate associated with the faculty member's~~
Scale 0 rate associate with Health Sciences Compensation Plan participant's rank and step on the Fiscal Year Salary Scale. Any compensation above the Fiscal Year Salary Scale 0 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~~, APM - 670-18, 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~~ change to another academic or professorial series following academic review. A competitive 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 search may or may not be required. The~~ Chancellor may grant
~~an exception to a waiver of~~ the search requirement in exceptional circumstances.

c. Appointees at affiliated institutions

~~The Chancellor may approve _____ In the transfer case~~ 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 who holds an appointment at an affiliated institution, the~~
continuation of the academic appointment is contingent upon the continuation of
the faculty member's appointment at the affiliated institution. In the case of an
appointee in the Health Sciences Clinical Professor series who is partially paid by
the affiliate and UC, the UC appointment may continue if the appointment at the
affiliate ends.

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.~~ APM -

137-17, Non-Senate Academic Appointees/Term Appointment. Typically, the effective date of an appointment will coincide with the University's fiscal year (July 1 through June 30). See APM - 220, Professor Series for general academic personnel policy regarding appointment and promotion.

~~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 or less.~~ Total ~~University~~ service as a Health Sciences Clinical Instructor paid by the University or paid by an affiliated institution 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 one year or less.~~ The normal period of service is two years ~~but may be for a shorter term at each step.~~ Total University service at more than 50 percent time in this title, combined with service at more than 50 percent time in any of those titles listed in ~~APM 133-0 b-~~

~~and e~~APM - 133-0-b and -c, Limitation on Total Period of Service with Certain Academic Titles, may not exceed eight years of service. ~~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~~Only those quarters or semesters at more than 50 percent time in a ~~UC~~University-paid or affiliate-paid faculty position will count toward the eight-year limit. Faculty holding a without salary Health Sciences Clinical Professor series appointment along with a salaried appointment at an affiliated institution at more than 50 percent time may not exceed eight years of service unless the Chancellor grants an exception to the eight-year limit for these appointees.

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 individuals holding an appointment at 50 percent or less time, whether salaried or without salary, unless the Chancellor establishes ~~an eight-year~~such a limit.

~~e.~~ Health Sciences Associate Clinical Professor and Health Sciences Clinical Professor

~~For~~Each appointment and reappointment at this rank is limited to a term of one year or less until the faculty member reaches Step VI. The normal period of service is two years at each step for a Health Sciences Associate Clinical Professor (Steps I, II, and III), ~~each appointment. The normal period is limited to a maximum of two of service is three~~ years. ~~For~~ at each step 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. Service at Step V or higher may be of indefinite duration. Advancement from Step VI to Step VII, from Step VII to Step VIII, and from Step VIII to Step IX will only be granted on evidence of continuing achievement at the level required for advancement to Step VI and usually will not occur after less than three years of service at the lower step. Except in rare and compelling cases, merit increase is effective July 1. See APM 220 for general academic personnel policy regarding appointment and promotion. advancement to Above Scale status will not occur before at least four years of service at Step IX.~~

278-18 **Salary**

- a. The ~~academic salary scales~~ Fiscal Year Salary Scale for the ~~regular~~ Professor series shall apply, subject to the terms of special salary scales or the Health Sciences Compensation Plan Salary Scales. Salary provisions for Health Sciences Compensation Plan members are outlined in ~~APM - 670;~~ APM - 670-18, 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~~ APM - 220-18-b.

- b. Typically, a promotion or merit increase is effective July 1.

278-20 **Conditions of Employment**

- a. Appointees in this series are not members of the Academic Senate.

- ~~b-a.~~ Neither tenure nor security of employment is acquired by appointment to a title in this series, regardless of percentage of State funding.

~~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-~~

c. Prior to appointment each candidate's clinical competence shall be reviewed and approved by the Department Chair and/or the Dean as appropriate to the position and to the School. Evidence of clinical competence may be determined by campus or active Medical Staff _____ guidelines appropriate to the specific discipline. At the discretion of the department, loss of professional license, credentialing, board certification, and/or active medical staff privileges will may result in, at department discretion, reassignment of duties or termination of appointment for cause under ~~APM-150.d~~ APM - 150, Non-Senate Academic Appointees/Corrective Action and Dismissal.

~~e-b.~~ Expiration of an appointment, layoff, and termination:

- (1) ~~APM-137,~~ APM - 137, Non-Senate Academic Appointees/Term Appointment, applies to this series.
- (2) A Health Sciences Assistant Clinical Professor who, because of ~~an~~ the 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~~The Regents Standing Order 103.9. 403.9 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, 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, 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~~APM - 758, Leaves of Absence/Other Leaves with Pay, 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~~) APM - 740, Leaves of Absence/Sabbatical Leaves.
- g. The Faculty Code of Conduct (~~APM - 015~~) APM - 015 applies to all appointees with titles in this series. ~~The Chancellor may develop procedures for the application of the Faculty Code of Conduct.~~
- h. The provisions of ~~APM - 140~~) APM - 140, Non-Senate Academic Appointees/Grievances concerning grievances of non-Senate academic appointees shall apply to appointees with titles in this series.
- i. The provisions of ~~APM - 145~~) APM - 145, Non-Senate Academic Appointees/Layoff and Involuntary reduction in Time concerning layoff and involuntary reduction in time shall apply to appointees with titles in this series.
- j. The provisions of ~~APM - 150~~) APM - 150, Non-Senate Academic Appointees/Corrective Action and Dismissal 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 base 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, Indexed Compensation Level threshold. Authority rests with the Provost and Executive Vice President for Academic Affairs to approve base salaries above the~~
~~after appropriate review and as prescribed in Section 101.2(a)(1) of the Standing Orders of The Regents. Indexed Compensation Level threshold (see APM - 600-4-g).~~

278-80 **Review Procedures**

The general provisions of ~~APM—220-80~~APM - 220-80, Professor Series, apply to ~~appointees~~faculty appointed in the Health Sciences Clinical Professor series. The Chancellor, with the advice of the Academic Senate and clinical departments or other units as appropriate, shall develop local review procedures for this series and for all academic personnel actions (e.g., appointment, reappointment, ~~promotion~~advancement, and termination). Such procedures shall be developed within the guidelines described in APM - 210-6, Instructions to Review Committees That Advise on Actions Concerning the Health Sciences Clinical Professor Series.