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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE VICE PROVOST --
ACADEMIC PERSONNEL

OFFICE OF THE PRESIDENT
1111 Franklin Street, 11th Floor
Oakland, California 94607-5200

December 6, 2011

ACADEMIC PERSONNEL DIRECTORS

Dear Colleagues:

Re: New Non-Physician Clinical Trainee Title

At the request of the Office of Health Sciences and Services, we have established a new title code for UC non-physician clinical trainees. The new title code is 2740, Non-Physician Clinical Trainee, in Class Title Outline (CTO) 446, Intern or Resident, in the Corporate Title Code System, and is effective immediately. The annual salary range for individuals appointed to this new title is from \$21,000 to \$50,000. Please refer to the enclosed letter dated October 27, 2011 from Associate Vice President Cathryn L. Nation to Director Gayle Saxton for additional background regarding this title.

The new title code has been developed in response to a long-standing request by several UC medical schools for the addition of a new title code and salary scale that corresponds to the educational requirements and job responsibilities for a group of non-MD clinical trainees who work in departments of clinical radiation oncology, psychology, medical physics, and other fields. If you have questions regarding the usage of this new title, please contact Coordinator Dena Bullard in the Office of Health Sciences and Services at Dena.Bullard@ucop.edu, or at (510) 987-9731.

Sincerely,

Susan L. Carlson
Vice Provost
Academic Personnel

Enclosure

cc: Provost Pitts
Vice President Duckett
Vice Provosts-Academic Personnel
Associate Vice President Nation
Associate Vice President Obley
University Counsel Van Houten
Special Assistant to the Vice Provost Price
Executive Director Tanaka
Director Saxton
Associate Director Chester
Associate Director Fishel
Employee and Labor Relations Manager Lunsford
Manager Lockwood
Manager Murphy
Payroll Manager Ruiz
Coordinator Bullard
Policy and Compensation Analyst Agustin
Policy and Compensation Analyst Farren
Policy and Compensation Analyst Thomas

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OFFICE OF THE PRESIDENT

CATHRYN L. NATION, M.D.

Associate Vice President – Health Sciences and Services

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October 27, 2011

Gayle Saxton
Director, Labor Relations
Office of the President

Dear Gayle:

This letter constitutes our final proposal concerning a new title code for UC Non-Physician Clinical Trainees. The new title code has been developed in response to a long-standing request by several UC medical schools for the addition of a new title code and salary scale that corresponds to the educational requirements and job responsibilities for a group of non-MD clinical trainees who are working in departments of clinical radiation oncology, psychology, medical physics, and other fields.


Background

A new title code has been added to distinguish clinical trainees from various other categories of personnel who are engaged in very different activities, such as postdoctoral fellows and staff researchers. The primary activities of these trainees involve education, skills development, and clinical training, within a patient care context. These individuals are required to meet licensing, credentialing, and malpractice requirements in order to participate in these programs. They participate in mandatory health and safety checks to assure that they are able to safely participate in patient care activities. Their training programs must meet accreditation requirements that are specific to their programs and required for individuals to become board certified.

Requirements and Responsibilities

Research is not a distinguishing characteristic of program activities and job duties of these trainees, as it is for postdoctoral fellows and researchers. If there is a research component, it is secondary or incidental to the trainee's clinical duties. Most programs do not require the PhD, which further distinguishes them from postdoctoral fellows and researchers. The training environment also differs in that these trainees work in clinical settings rather than in the laboratory. Programs vary in duration: some are one-year and others are two-year programs.

Individuals participating in these programs are supervised by a Program Director and a Clinical Supervisor; they do not have a formal mentor/mentee relationship with an individual faculty



member as is the case with postdoctoral fellows and researchers. The programs in which these individuals are working and training provide educational experiences and opportunities that require direct supervision by clinicians who are qualified to supervise patient care activities. The programs do not allow for any independent clinical/patient care activities by trainees.

Ultimately, these individuals become licensed health care providers and most tend to pursue practice activities in non-academic settings such as hospitals, community clinics, and private practice. When they complete their training, they do not become research scientists, but instead become licensed psychologists and medical physicists, etc. Clinical training is a requirement for licensing in most of these programs.

New Title Code

The new title code is 2740. It corresponds to the current structure of UC training programs and is intended to supplement and replace all other title codes that are currently in use to appoint various categories of non-physician clinical trainees. A phased implementation schedule described below will be used for new trainees and for any current appointees requiring reappointment as described below.

The new title code was introduced effective July 1, 2011 and is available for use for all newly appointed Non-Physician Clinical Trainees who began a new UC program on or after July 1, 2011. Non-Physician Clinical Trainees currently coded as clinical specialists at UCD will be moved from their current title code to that of the new title code effective immediately. Non-Physician Clinical Trainees currently coded as postdoctoral fellows, staff researchers, or any other title, at UCSD will maintain their current appointed title throughout the duration of their training program. UCSF plans to implement the new title code with the appointment of new Non-Physician Clinical Trainees appointed as post doctoral fellows, clinical psychology fellows, and any other title, starting July 1, 2012.

Salary Range

The new title code is accompanied by a new systemwide salary range that is market based and appropriate for this population. It has been created based on the salaries paid to trainees currently enrolled in these clinical programs and based on feedback from the UC Associate Deans of Graduate Medical Education. Pay level for this code is a negotiated salary within the fixed range, or minimum and maximum amounts. Implementation of the new title code and new salary range does not change any current salaries for current appointees. The salary range is minimum \$21,000 to \$50,000 maximum annually.

Benefits

Benefits levels for new appointees will transition as campuses move forward with the use of the new title code. With this change, benefits for these trainees will be the same as those provided to medical residents. The Graduate Medical Education and Benefits Offices at UCD and UCSD will work with the individuals who will move into the medical resident benefits program to ensure a smooth transition.

This proposal has undergone extensive review and approval involving all five UC medical schools and units within the Office of the President. The final proposal reflects the contributions of many individuals and is forwarded to you for notice, as appropriate, prior to implementation of the title code and salary range by Vice Provost Susan Carlson's office.

Sincerely,



Cathryn L. Nation, MD
Associate Vice President – Health Services

cc: Provost Pitts
Senior Vice President Stobo
Vice President Duckett
Vice Provost Carlson
Vice Provosts of Academic Affairs
UC Graduate Deans
UC School of Medicine Deans
UC Associate Deans for Graduate Medical Education
UC Resident Coordinators
UC Postdoctoral Affairs Offices
Academic Personnel Directors
University Counsel Van Houten
Executive Director Tanaka
Special Assistant to the Vice Provost Price
Payroll Manager Ruiz
Associate Director Fischel
Coordinator Bullard
Manager Lockwood
Policy and Compensation Analyst Agustin