Comm. from the Committee on Academic Personnel
Margaret Walsh, EdD, Chair

March 26, 2008

David Gardner, MD
Chair, UCSF Academic Senate
500 Parnassus Avenue, Box 0764

Re: Review of Proposed Performance Review Process for Senior Administrators

Dear Chair Gardner,

As requested, on March 26, 2008, the Committee on Academic Personnel reviewed the proposed Performance Management Review Process submitted to the San Francisco Division for review and comment. The Committee has the following comments and recommendations:

1. The Committee notes that it is “about time” that such policy and procedures were codified and commends the Joint Academic Senate/Administration Task Force for their quality work on the proposed new Performance Management Review Process policy.

2. The Committee recommends inserting additional language in Section III to clarify the differences between the Five Year Leadership Review and the Annual Performance Reviews, if they are indeed distinct in form and function.

3. The Committee notes that the definition of “exception” in Section II of the document is understandably very broad. The Committee is concerned, however, that Regents’ approval of exceptions to policy, as expected to be allowed under Section IV, may create loopholes and possibly render these important policies ineffective. The Committee suggests that either in Section II or under Section IV, Approval Authority, Subsection C, that language be inserted to provide guidance (perhaps in the form of an example) on what might constitute an exception and to clarify the conditions under which exceptions might be granted.

Should you have any further questions or concerns you may contact CAP Chair Margaret Walsh at 476-9883 or margaret.walsh@ucsf.edu or Senate Analyst Wilson Hardcastle at 476-4245 or wilson.hardcastle@ucsf.edu.

Thank you.

Sincerely,

The Committee on Academic Personnel
Margaret Walsh, EdD, Chair
Erika Froelicher, RN, PhD, FAAN, Vice Chair
Claire Brett, MD
James Cleaver, PhD
Nola Hylton, PhD
Stephen Kahl, PhD
Russell Pieper, PhD
William Shore, MD