

January 18, 2017

Ruth Greenblatt, MD
Academic Senate
500 Parnassus
San Francisco, CA 94143

Re: *Second Systemwide Review of Proposed Revised APM Section 278, Health Sciences Clinical Professor Series, and Section 210-6, Instructions to Review Committees Which Advise on Actions Concerning the Health Sciences Clinical Professor Series*

Dear Chair Greenblatt:

Thank you for requesting feedback on the second Systemwide Review of both APM 278 and APM 210-6. Members of the Committee on Academic Personnel (CAP) discussed these revisions at several meetings in December 2016 and January 2017.

Overall CAP members appreciate the recommended revisions which "(1)...allow campuses to interpret and to implement the policies, and [that] (2) the term "scholarly or creative activity" should replace "research and/or creative activity." Changes made to the latter more aptly encompass the type of creative activity which Clinical X and Health Sciences Clinical Series faculty conduct on a regular basis.

However these proposed revisions give rise to additional questions for CAP as related to consistency of interpretation and implementation across UCSF sites, departments, and schools.

CAP members encourage Academic Affairs and campus administration to develop review guidelines for both the Clinical X and Health Sciences Clinical Series that insure consistency. This will enable UCSF CAP to deliver upon its charge as defined by Divisional bylaw 110. Doing so would also support UCSF faculty who may in the future transfer to another UC campus. Transferring in either of the said series from one UC campus to the other, without clear guidelines for measuring success in those series, could put such faculty at a disadvantage during initial appointment at the non-UCSF campus. The same holds true for faculty transferring from UCSF to another UC campus.

Separately, while page four of the proposed revisions document provides counsel on distinguishing research or creative activity in the Clinical X Series from that of the Health Sciences Clinical Series, there remains much room for differing interpretations at a campus, school or department level. Such differences will hinder CAP in making consistent assessment of faculty personnel packets put forth for review. With increased expectations of dissemination for HS Clinical Faculty, of particular interest to CAP is clarification, both of qualitative and quantitative measures which demonstrate how this creative activity in the Health Sciences Clinical Series will differ from that of the Clinical X Series. This is especially relevant in the current and predicted financial environment. On CAP we are seeing HS Clinical faculty increasingly recruited by departments to expand clinical output. Ultimately, faculty and their mentors will benefit from clear demarcation of what a HS Clinical Series faculty member looks like compared to a Clinical X Series member.

Sincerely,

Committee on Academic Personnel

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