278-0  **Policy**

a. Faculty in 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/or creative activities. The Health Sciences Clinical Professor series is designed to meet the University's mission in ways that are unique to the health sciences disciplines through teaching, research and/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 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 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, psychology, veterinary medicine, the allied health professions, and other patient care professions. Health Sciences Clinical Professor series faculty engage in research and/or creative activities which derive from...
their primary responsibilities in clinical teaching and professional and service activities.

The Health Sciences Clinical Professor series is separate distinct from the volunteer Volunteer Clinical Professor series, which 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 salary or without salary.

e. Concurrent without-salary appointment. A concurrent without-salary 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 holds a without salary or salaried clinical appointment paid by 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. a—Titles (and ranks) in this series are:
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 Clinical

   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 the following criteria specified below. The criteria which shall be appropriately weighted to take into account this series’ primary emphasis on direct clinical 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 or the Department Chair shall document the
faculty member’s expected balance of activities and share this document with the faculty member. The four criteria are:

The criteria are:

a. Teaching

ab. Professional competence and activity

b. —Teaching

c. Research and/or creative activity

d. University and public service are desirable and encouraged to the extent required by campus guidelines

d—Research and creative work are desirable and encouraged to the extent required by campus guidelines

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

(1) For Health Sciences Compensation Plan members, no State funds shall be used for any salary above the Scale 0 rate associated with the faculty member’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 - 670-18, 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 APM - 670-18, 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 the transfer 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. Normally, 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 review period 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
with Certain Academic Titles, may not exceed eight years. 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.

b. e—Health Sciences Associate Clinical Professor and Health Sciences Clinical Professor

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 review period is two years at each step for a Health Sciences Associate Clinical Professor (Steps I, II, and III), each appointment. The review period is limited to a maximum of two years. For 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. Service at Step VI 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 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, advancement to Above Scale status will not occur before at least four years of service at Step IX. 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 or merit increase is effective July 1. See APM - 220 for general academic personnel policy regarding appointment and promotion.

278-18 Salary

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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 - 670-18 Health Sciences Compensation Plan, in APM-670, 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.

c. Normally, 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. Neither tenure nor security of employment is acquired by appointment to a title in this series, regardless of percentage of State funding.
e. Unless not required for the position, appointees in the Health Sciences Clinical Professor series must possess and maintain an appropriate valid license and—

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 active membership as a Medical Staff member, or equivalent. Loss of license—
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 result in reassignment of duties or termination of appointment for cause under APM - 150, Non-Senate Academic Appointees/Corrective Action and Dismissal, APM - 150.

d. Expiration of an appointment, layoff, and termination:

(1) APM - 137, Non-Senate Academic Appointees/Term Appointment, applies to this series.

(2) A Health Sciences Assistant Clinical Professor who, because of 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 103.9 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, 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, 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, Leaves of Absence/Other Leaves with Pay, when the leave is in the
APM – 758 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.


g. The Faculty Code of Conduct (APM – 015APM - 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 – 140APM - 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 – 145APM - 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 – 150APM - 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 Professor Series, apply to appointees faculty appointed in the Health Sciences Clinical Professor series. The Chancellor, with the advice of the Academic Senate and the clinical departments, shall develop local review procedures for this series and for all academic personnel actions (e.g., appointment, reappointment, promotion, 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.*