MEMORANDUM

To: Jean-Bernard Minster, Chair
Academic Senate, San Diego Division
From: Gary S. Firestein, Chair
Health Sciences Faculty Rights and Welfare Committee
Re: Report on Task Force on Personnel Processes for Non-Senate Academic Appointees
Date: May 5, 2006

The Health Sciences Faculty Rights and Welfare Committee reviewed the Task Force Report and the response from Campus Faculty Welfare. We generally agree with the recommendations and the responses. The Committee wished to make additional comments as noted below:

Item 11. **Develop and honor clear, explicit space commitments for Research Scientists.** HS FRW agrees with the alternative wording suggested by Campus FW. Formal space assignments to members of this series are not realistic in Health Sciences. However, we agree that no grant should be submitted unless space is identified for the work.

Item 12. **Consider allowing Research Scientists in the School of Medicine to be eligible for participation in the Health Sciences Compensation Plan.** While Campus FW opposed this recommendation, HS FRW agrees with it because it will create parity within Health Sciences for faculty performing similar work. Because the salary would be entirely generated by research grants, this would not detract from other faculty while providing incentives and rewarding successful Research Scientists.

Item 13. **Combine PSSRP and AARP into one committee.** Campus FW Committee recommended that Research Scientists also be evaluated by this committee. HS FRW strongly disagrees and believes that Research Scientists should continue to be evaluated by CAP. The Research Scientist series faculty should be judged according to their productivity, independence, and funding as are faculty in the Professorial series.

Item 20. **Allow omission of title modifiers for Adjunct Professors on contract and grant proposals.** HS FRW strongly agrees with this because the unique use of this modifier by UCSD is not understood by many extra-mural agencies and grant reviewers. Because of this issue, the term “adjunct” can have a negative influence on a grant review. HS FRW recognizes this problem and believes that it could be mitigated by omission of the modifier.