The University of California has a tradition of **shared governance.** This means the administration consults with the faculty before making important decisions. The mechanism for the faculty to carry out this responsibility is the **Academic Senate.** Faculty in the Tenure track, In Residence, and Clinical “X” series are members of the Academic Senate. This means they can serve on committees of the Senate, can vote on appointments or promotions affecting other Senate members, and can apply for Senate research or travel grants. Membership in the Senate implies a responsibility to serve the university generously with your time and to take an active part in faculty self-governance. The mechanism for **shared governance** in the Health Sciences is the **Health Sciences Faculty Council.** The Health Sciences Faculty Council includes faculty from all Health Sciences series.

**Tenure track** ("Ladder series", Professor series, FTE series)

This is the only academic series that grants tenure. Tenure is granted at the time of promotion to Associate Professor. An **FTE** is a financial provision by the state for a **full-time equivalent** base salary. The number of FTEs assigned to each school is determined by formula based on the number of students we are allotted by the legislature and the Office of the President. Health Sciences FTEs are for 11-month appointments (and salaries). Faculty members can be supported by fractions of an FTE, but must be assigned 0.5 or greater of an FTE to be a member of the Academic Senate.

**In Residence series**

In this academic series it is intended that the effort distribution and criteria for advancement be identical to those for faculty in the tenure track, even though tenure cannot be earned in this series, and there is no state contribution to salary. At UCSD, VA salaries support approximately half the faculty in this series. Others in this series may be supported by clinical income, or more often by research grants. This series also conveys membership in the Academic Senate.

**Clinical “X” series (e.g., Professor of Clinical Medicine)**

This academic series was created in 1987 for outstanding clinician-teachers. In addition to demonstrable excellence in both teaching and clinical performance, faculty are expected to show creative activity of some kind. This may take the form of creativity in teaching or clinical work, but participation in research is more commonly found and easier to document.
These faculty are expected to carry a heavier load of teaching and clinical work, or both, compared to Tenure track faculty. There is no FTE support attached to this title, and the faculty cannot gain tenure. This title requires that faculty be full time in the service of the university, so it is not expected to be used for faculty employed by affiliated non-VA hospitals.

As recognition of their value to the university, faculty in this series are members of the Academic Senate. There is a campus limit on the number of faculty who can be put in this series, intended to keep the Health Sciences from flooding the Academic Senate with clinicians of uncertain academic interests. The Academic Senate and the Chancellor agreed recently to increase this limit that is determined by a complicated formula. The present limit is approximately 140.

**Adjunct series**

This is a very flexible series. Advancement is based on achievement in teaching and research or clinical service and research, depending on effort distribution. In the UC system the Adjunct title is used for diverse individuals who have an effort distribution, which is more specialized than that of Tenure track or In Residence faculty. Therefore faculty who are predominantly clinicians, but also do teaching and some research, or faculty who are predominantly researchers, but also do some teaching, will be found in this series. With the development of the Clinical “X” series, fewer faculty who devote a major effort to clinical care are now in the Adjunct series.

Adjunct faculty are not members of the Academic Senate, but many voting privileges have been extended to them in the Health Sciences, and no distinctions are made on almost all committees. There is no security of employment or eligibility for eventual tenure in this series. Some departments use the Adjunct title for faculty who would have the Clinical title in others, so the use of the title is not overly standardized.

We also use the title for part-time faculty who would otherwise be in the In Residence or Clinical “X” series, and as an honorary title for non-salaried faculty who participate in teaching and otherwise meet the criteria for the series. It is frequently used for distinguished Salk and Scripps research faculty who participate in our graduate programs.

**Clinical series**

This is strictly a Health Science school series, intended for faculty with principal responsibilities in clinical work and teaching. At UCSD we have in the past expected creative work as well, but that requirement was removed when the Clinical “X” series became available. There is now a movement to return creativity to the criteria for promotion in this series. Even after promotion, appointments are for a fixed term, but reappointment is considered routinely.
Advancement is based on teaching and clinical performance, which means that extra effort may be needed to develop adequate documentation. Voting privileges have been extended to these non-senate faculty in all departments (except for the right to vote on senate faculty appointments or advancement). There is no security of employment or eligibility for tenure. Clinical professors who develop research capabilities can be reappointed in the Adjunct, In Residence or Tenure track series if the department is impressed, but if they continue to devote most of their time to clinical work and teaching, an excellent reputation might make them eligible for the Professor of Clinical “X” series.

There are part-time and non-salaried clinical faculty, too. Some of these are purely voluntary, community physicians; others are contract physicians for varying percentages of time. They are considered non-salaried because they are not salaried in their academic title. Similarly, we use the non-salaried clinical instructor title for many chief residents and specialty fellows.