

Policy for Appointment to the Adjunct Professor Series

Effective February 2, 2012

Revised July 17, 2019

Revised May 19, 2021

PURPOSE

The Department of Pathology wishes to facilitate development of its most promising project scientists and post-doctoral fellows as well as outstanding external candidates by creating a pathway for them to join the adjunct professor series in the Department.

POLICY

INTERNAL CANDIDATES:

Existing Department of Pathology postdoctoral fellows and project scientists who believe that they meet the qualifications for appointment to the Adjunct Professor Series should have a Department of Pathology senior faculty sponsor forward the following materials to the Department of Pathology Vice Chair for Research, who will serve as Chair of a Department of Pathology standing ad hoc review committee, which will include three additional funded faculty appointed by the Department Chair:

- 1) The candidate's curriculum vitae
- 2) A personal statement from the candidate describing why the appointment is necessary and summarizing his/her academic and research achievements thus far, including any independent extramural funding.
- 3) The template agreement signed by both the candidate and faculty sponsor (see below) signifying agreement to terms of appointment
- 4) The faculty sponsor's letter of support for the proposed appointment.

The Department standing ad hoc committee will review the submitted materials and make a recommendation to the Department of Pathology Chair about whether to forward the request to the Department's Executive Committee for approval. The ad hoc committee will examine the candidate's qualifications and importantly, the potential for the candidate and sponsor to succeed within the framework of this policy. If the application is forwarded to the Department's Executive Committee and the Department Executive Committee approves, the Department will invite the candidate to apply to its ongoing generic advertisement for adjunct series faculty. It should be noted that individuals appointed in the Adjunct Professor Series must engage in teaching and University service in addition to research.

EXTERNAL CANDIDATES:

Applications from individuals from outside the Department of Pathology who apply to the ongoing generic advertisement for adjunct series faculty will be screened by the Department standing ad hoc review committee previously described. The committee may recommend promising applications to the Department's Executive Committee for discussion and decision on further disposition.

SENIOR FACULTY SPONSOR REQUIREMENTS (BOTH INTERNAL AND EXTERNAL CANDIDATES)

Each candidate (internal and external) must have a senior faculty sponsor who, without conflict of interest, can provide sufficient resources (research space) to the potential adjunct faculty member to allow that individual to flourish. Responsibility for dealing with problems, growth, changes in needs, etc. for the candidate will reside largely with the senior faculty sponsor. Both the senior faculty sponsor and the candidate will be asked to sign an agreement, acknowledging this arrangement (template below).

TEMPLATE

I, (insert candidate's name), candidate for an adjunct assistant professor appointment, and I, (insert faculty sponsor's name), the sponsor of the applicant, agree to the following terms:

1. The Department will sponsor this appointment with the understanding that all research space, resources, and funding for the applicant's research program will be the responsibility of the applicant and his/her sponsor. The Department may provide up to 5% of the candidate's salary, consistent with Institutional Policy, in exchange for teaching activities, to be assigned at the discretion of the Chair in collaboration with the Vice Chair for Education and academic affairs.
2. The Department makes no commitment of start-up funds or equipment support to the candidate. Such requirements will be managed by the candidate and sponsor and documented by the Department Business Office.
3. The sponsor affirms that he/she has sufficient laboratory and office space to accommodate the candidate's research needs, including space for research personnel that may be funded by grants to the candidate. Furthermore, the candidate and sponsor affirm that they will work in a collegial way to resolve all issues arising from changes in the research programs of either individual.
4. The sponsor recognizes that his/her commitment to the candidate is without time limitation. The sponsor cannot relinquish this responsibility. If problems arise with regard to the candidate-sponsor relationship, both individuals agree to arbitration by the Chair. The faculty sponsor understands that one result of arbitration may be reassignment of part of his/her research space to the candidate.
5. The candidate and the faculty sponsor understand that this policy is intended to help transition developing investigators so that they can compete for positions nationally. The candidate acknowledges that appointment to the Adjunct Professor Series does not necessarily enhance his/her chance of subsequently obtaining a ladder-rank or other Academic Senate faculty position. Such positions are required to be filled through separate searches. The candidate may apply for any such positions and will receive equal consideration as with all candidates.
6. Because this agreement is so highly dependent on the faculty sponsor and because the Department wants to establish new faculty positions only when the opportunity for success for the candidate is high, in his/her letter of support, the Sponsor should address his/her personal ability to continue serving as a faculty member in Pathology at UCSD and execute the terms of this agreement for a minimum of five years. This plan will be an important component of the review process.