UNIVERSITY OF CALIFORNIA, RIVERSIDE

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CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

Kenneth Barish
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November 10, 2026

Susannah Scott, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations

Dear Susannah,

On November 9, 2026, the Riverside Academic Senate Executive Council discussed the subject report and recommendations along with the comments received from local committees.

Local committees provided diverse feedback including support for expanding clinical representation to foster inclusive shared governance, as well as raising concerns and points for clarification regarding potential alterations to Senate composition, voting rights, and the balance of the University's mission.

Across the report's five central recommendations, committees highlighted critical areas requiring greater clarity and safeguards. There was a stated concern around the potential for Clinical X series to dominate Senate voting. Another concern noted in the local review is the necessity of transparent criteria and protections for faculty reclassification, and the operational hurdles of balancing fixed clinical patient-care responsibilities with governance workload without dedicated protected time and institutional resources.

This summary is not exhaustive, and I encourage review of the full complement of response memos as part of the full systemwide Senate feedback and requests for information and clarification for this review.

Sincerely yours,
Kenneth Barish
Professor of Physics and Astronomy and Chair of the Riverside Division

CC: Monica Lin, Executive Director of the Academic Senate
Michael Labriola, Assistant Director of the Academic Senate (Academic Council)
Cherysa Cortez, Executive Director of the UCR Academic Senate

Enclosure

UC RIVERSIDE Academic Senate

COMMITTEE ON ACADEMIC PERSONNEL

November 2, 2026

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Shaun Bowler, Chair
Committee on Academic Personnel

Re: CAP's Response to Presidential Task Force Report and Recommendations on Clinical Faculty Representation in Governance

At its October 26, 2026, meeting, CAP discussed the five recommendations from the Presidential Task Force on Clinical Faculty Representation in Governance. The Task Force proposed these recommendations as alternative approaches to clinical faculty participation in University governance after the 2025 Senate membership memorials failed to pass divisional voting.

These Task Force recommendations address Clinical X appointments, faculty review and reclassification, and proposed governance structures for non-Senate clinical faculty. While CAP recognizes the important contributions of clinical faculty and the need for their participation in governance structures, it expressed concern that not all of the recommendations address the governance issues that led to the Task Force's formation. The Committee also noted that the recommendations raised additional questions and left several issues unresolved. Members concluded that further information is needed before CAP could reach a position.

Recommendation 1: Remove the 1/6 cap on Appointments in the Professor of Clinical X Series.
Given that CAP recently supported a five-year extension of the exception to the 1/6 limitation on Professor of Clinical X series appointments at UCR, it would in principle support a change in the cap so the series can grow in step with the needs of clinical programs. However, it is unclear what the new percentage should be or, if the ceiling is permanently removed, what the impact would be on Senate representation and CAP workload.

Recommendation #2: Allow for 80%-100% full professional effort appointments in the Professor of Clinical X series.
This recommendation does not directly address the governance issue at hand, and it raises questions about equity among Senate faculty. CAP asked about the 80% threshold and whether Senate membership should be extended to appointments below 100%. Members also worried that this threshold could continue to drop over time leading to further inequity.

Recommendation #3: There should be engagement with the Academic Senate Committees on Academic Personnel on the review criteria for the different disciplines and different faculty series.

CAP supports the SOM providing clear and consistent review criteria for senate faculty in the different series to CAP as part of candidates efile. CAP does not support having an advisor from the Schools of Medicine or other associated bodies to advise CAP on the review of individual clinical faculty files, which can lead to bias. CAP does not support the recommendation for CAP to nominate and include non-academic senate faculty members in the review committees for non-academic senate clinical faculty reviews. This is outside the purview of CAP which reviews senate faculty. CAP also does not support the call for CAP to establish a separate clinical CAP to include both academic senate and non-academic senate clinical faculty members.

Recommendation #4: Each campus should develop a reclassification pathway for faculty (clinical and non-clinical) who are currently misclassified.

CAP suggests that SOMs create timely reclassification pathways with clear criteria and eligibility requirements, so that faculty whose duties do not match their current series can move into another one that fits. CAP suggests that every effort is made to recruit faculty into the appropriate series from the start to avoid problems later on.

Recommendation #5: Implement the Formation of a Special Committee of the Academic Council.

CAP has no comment on this recommendation, as it falls outside the Committee's purview.

School of Public Policy
UNIVERSITY OF CALIFORNIA, RIVERSIDE
INTS 4133 | 900 University Ave
Riverside CA, 92521

TO: Ken Barish, Chair
Riverside Division

FR: Kurt Schwabe, Chair
Executive Committee, School of Public Policy

RE: **[Campus Review] Systemwide Review] Report Review: Presidential Task Force on Clinical Faculty**

Date: October 26, 2026

The Executive Committee of the School of Public Policy has reviewed the **Systemwide Review] Report Review: Presidential Task Force on Clinical Faculty.** We generally support the report's recommendations to expand clinical faculty participation in shared governance. We do feel there can be some further clarity provided, particularly in the following areas:

(1) Faculty reclassification: Clear and transparent criteria are needed to ensure that reclassification maintains academic standards and appropriate Senate oversight. It would also be helpful to understand the potential scale and implications for Senate membership.

(2) Governance and voting rights: The roles and voting rights of non-Senate faculty should be clearly defined, particularly the distinction between advisory participation and formal Senate decision-making authority.

(3) Implementation and resources: The proposed governance structures will require additional faculty time and administrative support. More clarity on institutional commitments and resources would be helpful.

While we understand that Recommendation #5 in the report appears to address some of these issues, but some items remain unclear, and other items rely heavily on bylaw amendments and voting by exception. For example, the Task Force recommends a clinical representative to relevant Academic Senate committees (e.g., Planning and Budget), but does not indicate to what degree these members would have governance and voting rights within committees. Would clinical membership on committees only be ex officio? These are examples to illustrate some additional clarity would be beneficial.

UC RIVERSIDE

College of Humanities, Arts, and Social Sciences
EXECUTIVE COMMITTEE

October 26, 2026

TO: Ken Barish, Chair
Riverside Division of the Academic Senate

FROM: Rachel Wu, Chair
CHASS Executive Committee

RE: Report Review: Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations

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The CHASS Faculty Executive Committee reviewed the Report Review: Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations. The CHASS FEC endorses the task force's recommendations to strengthen representation and shared governance. Most individuals in the Health Sciences Clinical and Adjunct Professor faculty series are doing work equivalent to those of us with the privilege of participating in shared governance. The recommendations appropriately address the governance issues that led to the Task Force. Although we might not fully understand the implications of increasing the clinical composition and representation in the Academic Senate at UCR, there are campuses that already have no cap (e.g., UCD) and have not provided concerns. We note concerns about the tremendous amount of resources, workload, and staffing needed to implement the recommendations, but we do not think that should prevent UC from providing equitable means for representation. We would like more emphasis on a systemwide approach (Recommendation #5: Implement the Formation of a Special Committee of the Academic Council) as there may continue to be inequities in how the transition, reclassification, and new policies emerge if left up to each campus.

UC RIVERSIDE Academic Senate

COMMITTEE ON INTERNATIONAL EDUCATION

November 3, 2026

To: Kenneth Barish, Chair
Riverside Division

From: Igor Barsukov, Chair
Committee on International Education

Re: **[Systemwide Review] Report Review: Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations**

The Committee on International Education reviewed the Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations at their meeting on October 29, 2026, and asserts that the 45-day review timeline feels rushed and is inadequate for thorough evaluation.

Furthermore, given that Senate faculty have already ruled on this matter, re-opening the review raises significant concerns, particularly regarding the potential downstream impacts on Senate composition and voting rights.

College of Natural and Agricultural Sciences
Office of the Dean
Olmsted 2300
900 University Avenue
Riverside, CA 92521-0127

TO: Kenneth Barish, Chair, Academic Senate, UCR Division

FROM: Quinn McFrederick, Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences

RE: Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations

The CNAS executive committee discussed the Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations at the October 14, 2026 meeting. The committee had three concerns; all related to how the recommendations would affect the voting membership of the UC senate faculty. 1) How many voting senate members would rescinding the 1/6 rule add? 2) Would this result in a disproportionate weight to UCSF in deciding senate votes? 3) Would this further create a precedence for clinical faculty entering the senate? The committee also wondered about the origin of the 1/6 regulation; it was put into place for a reason but why that reason is no longer valid is not clear.

UC RIVERSIDE Academic Senate

COMMITTEE ON COMMITTEES

October 30, 2026

To: Ken Barish, Chair
Riverside Division

From: Anthea Kraut, Chair
Committee on Committees

Re: [Systemwide Review] (Report Review) Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations

The Committee on Committees (CoC) reviewed the report and recommendations of the Presidential Task Force on Clinical Faculty Representation in Governance at their October 22, 2026 meeting. Some CoC members endorsed the recommendations as a means to provide better representation for clinical faculty. Some felt the recommendations fall outside of CoC's purview. Some sought clarification on how the systemwide Special Committee (Recommendation 5) would interface with Academic Senate governance.

UC RIVERSIDE Academic Senate

COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

November 2, 2026

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Michelle Raheja, Chair
Committee on Diversity, Equity, & Inclusion

Re: [Systemwide Review] (Report Review) Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendation

The Committee on Diversity, Equity and Inclusion (CODEI) has reviewed the provided report and recommendations listed above. The committee appreciates the effort taken to convene this task force and produce the report and recommendations. Even so, CODEI notes several points to address and additional steps needed regarding the feasibility of the recommendations in the report presented. Please find them as detailed below:

1. **Committee influence:** What is the understanding of the health science faculty committees in their ability to influence decisions? Would these committees be strictly advisory?

   Request: Amend the proposed recommendations to require responses to the health committee recommendations.

2. **Reclassification safeguards:** What are the potential downstream impacts of reclassification? What is the possibility of a negative effect on salary or appointment protections due to reclassification?

   Request: Clarify potential consequences and provide an appeal process for _____.

3. **Workload:** How will clinical faculty participate in the recommended committee if their professional workload including patient-care responsibilities remain fixed?

   Request: Identify protected time and funding for participation

4. **Representation:** How are representatives to be selected by non-Senate clinical faculty. Hat safeguards in place to ensure their contributions are as valued as those of Senate members?

UC RIVERSIDE

Academic Senate

COMMITTEE ON COURSES

November 2, 2026

To: Ken Barish, Chair
Riverside Division

From: S. Bala Balachander, Chair
Committee on Courses

Re: Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations

The Committee on Courses reviewed the proposed the Presidential Task Force on Clinical Faculty Representative in Governance's Report and Recommendations at their October 20, 2026 meeting. The Committee had no concerns with the report and recommendations related to their charge of courses and instruction. However, committee members expressed ambivalence towards the proposal due to concerns that removal of the cap on appointments in the Professor of Clinical X series will lead to such clinical faculty becoming a substantial portion of the Academic Senate. There was also concern about how the reclassification of clinical and non-clinical faculty would be implemented and whether there will be Academic Senate oversight of such reclassifications.

UC RIVERSIDE Academic Senate

FACULTY WELFARE

November 2, 2026

To: Kenneth Barish, Chair
Riverside Division Academic Senate

From: Laura Sales, Chair
Committee on Faculty Welfare

Re: [Systemwide Review] Report Review: *Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations*

The Committee on Faculty Welfare (CFW) reviewed the report of the *Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations*. While some CFW members had no comments, other members noted the following:

- The Health Sciences Clinical Professor series has a substantially different merit review criteria than other series (regular faculty, Clinical X and Professor of Teaching series). In particular, their commitment to research or teaching mission is fundamentally different from the rest of the Senate, since their prime responsibility is on clinical teaching and patient care services, distinct from the body of students of the university. While their role in the mission of the university is important and clear, the request for participation in the Academic Senate is not sufficiently justified, as their primary mission is not teaching to students or engaging in scholarly research. It is also important to note that the number of members in this series can become dominant in some UC campuses, which could seriously undermine the role and interests of the Academic Senate.

UC RIVERSIDE

Academic Senate

October 26, 2026

To: Kenneth Barish, Chair
Riverside Division

From: Andrey Bekker, Chair
Committee on Library and Scholarly Communications

Re: 26-27. SR. Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations

The Library and Scholarly Communications Committee discussed 'Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations.' After discussion, the committee largely had no comments but felt that it would have been useful to mention in the recommendation #2 a number of appointments at the whole institution and each campus that would be affected by this change.

UC RIVERSIDE Academic Senate

PLANNING AND BUDGET

November 2, 2026

To: Kenneth Barish, Chair
Riverside Division

From: Liz Przybylski, Chair
Committee on Planning and Budget

Re: [Systemwide Review] Report Review: *Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations*

The Committee on Planning and Budget (CPB) reviewed the report of the *Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations*. CPB had the following comments:

- What is considered the financial impact (salary & benefits) of the institution and individual on transitioning a faculty member from a Health Sciences faculty appointment to one in the Clinical X series?

- What is the perceived impact these changes will have on the faculty governance structures regarding planning and fiscal decision making? With no cap on Clinical X, what are the safeguards to ensure that the UC system shared governance model reflects the four pillars of its mission? (For example, healthcare associated faculty currently comprise the second largest group of faculty, but healthcare is only one of its four pillars).

UC RIVERSIDE Academic Senate

PHYSICAL RESOURCES PLANNING

November 2, 2026

To: Kenneth Barish, Chair
Academic Senate

From: Brian Siana, Physical Resources Planning Committee Chair



Re: [Systemwide Review] (Report Review) Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendation

The Physical Resources Planning Committee (PRP) has reviewed the *Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendation.* While the committee appreciates the efforts made to improve representation for clinical faculty, the Committee is staunchly opposed to the recommendations as they are presented. As the issue of extended clinical faculty representation within the Senate was previously decided in the 2025 Memorial to the Regents, PRP is supportive of an alternative committee to represent Clinical Faculty in campus and systemwide endeavors. Alternatively, the proposed recommendations surrounding reclassification of clinical faculty do not clearly identify the criteria for clinical faculty, costs associated with reclassification, numbers of clinical faculty to be potentially reclassified or eligible for reclassification, or safeguards for the retention of traditional Senate influence on Senate practices in the event of reclassification. These questions are central to determination of a way forward in this matter.

UC RIVERSIDE | School of Education

10/30/2026

To: Kenneth Barish, Chair of the Assembly of the Academic Senate
and Cherysa Cortez, Executive Director of the UCR Academic Senate

From: Kinnari Atit, Ph.D., Faculty Chair of the School of Education Executive Committee

Subject: Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations

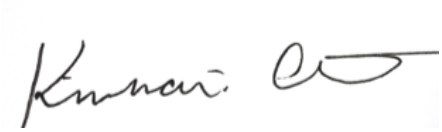
The SOE Executive Committee reviewed the Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations. Comments/feedback were solicited at our executive committee meeting and via email.

The School of Education is generally supportive of the recommendations and of efforts to facilitate meaningful participation in shared governance across faculty types. As SOE does not currently have clinical faculty, most recommendations appear to have limited immediate operational implications for the School.

We request clarification of Recommendation 4, which explicitly includes both clinical and non-clinical faculty. Specifically, does the proposed reclassification pathway apply across all schools and disciplines or only within the health sciences? If its application is broader, clear criteria and appropriate faculty consultation will be important to ensure fair and consistent implementation.

Thank you for the opportunity to provide feedback.

Sincerely,



Kinnari Atit
Chair, Faculty Executive Committee
Associate Professor
School of Education
University of California, Riverside
Email: kinnari.atit@ucr.edu

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UC RIVERSIDE | School of Medicine

November 3, 2026

TO: Ken Barish, PhD, Chair, Academic Senate, UCR Division

FROM: Adam Godzik, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine

SUBJECT: **[Systemwide Review] Report Review: *Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations***

Dear Ken,

SOM FEC discussed the ***report on Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations*** and would like to state that there were concerns regarding a large number of clinical faculty participating in the Senate, but the committee also agrees that clinical faculty deserve a voice in the Senate matters. A different criterion may be used to evaluate clinical faculty scholarships compared to other campus departments and that education is needed to help broader campus understand various contributions that clinical faculty make.
The Dean of SOM has also requested the clinical faculty to provide their feedback directly to the Academic Senate.

Yours sincerely,

DocuSigned by:
Adam Godzik
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Adam Godzik, Ph.D.
Chair, Faculty Executive Committee School of Medicine

UC RIVERSIDE Academic Senate

COMMITTEE ON EDUCATIONAL POLICY

October 12, 2026

To: Ken Barish, Chair
Riverside Division

From: Jennifer Nájera, Chair
Committee on Educational Policy

Re: Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations

The Committee on Educational Policy (CEP) reviewed the Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations at their October 9, 2026 meeting. The committee noted that though this report did not directly relate to their charge of undergraduate education, they were generally supportive of extending representation to clinical faculty.

UC RIVERSIDE Academic Senate

COMMITTEE ON ACADEMIC FREEDOM

October 26, 2026

To: Ken Barish, Chair
Riverside Division Academic Senate

From: Andrew Ridgwell, Chair
Committee on Academic Freedom

Re: Report and Recommendations of the Presidential Taskforce on Clinical Faculty Representation in Governance

The Committee on Academic Freedom (CAF) reviewed the Report and Recommendations of the Presidential Taskforce on Clinical Faculty Representation in Governance at their October 14, 2026 meeting.

The Committee recognizes the concerns around the representation of clinical faculty and implications for shared governance.

UC RIVERSIDE Academic Senate

Committee on Information Technology

October 26, 2026

To: Kenneth Barish, Chair
Riverside Division

From: Boerge Hemmerling, Chair
Committee on Information Technology

Re: Presidential Task force on Clinical Faculty representation in governance report

The committee reviewed and discussed the report and had no comments.

UC RIVERSIDE Academic Senate

GRADUATE COUNCIL

October 15, 2026

To: Kenneth Barish, Chair
Riverside Division

From: Richard Hooley, Chair
Graduate Council

RE: [Systemwide Review] (Report Review) Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations

Graduate Council reviewed the Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations at their October 15, 2026 meeting. The Council took no formal position on the recommendations and abstained from issuing formal feedback.

UC RIVERSIDE Academic Senate

Committee on Research

October 26, 2026

To: Kenneth Barish, Chair
Riverside Division

From: Anupama Dahanukar, Chair
Committee on Research

Re: Presidential Task Force on Clinical Faculty Representation in Governance Report and Recommendations

The Committee on Research has reviewed the Report and Recommendations of the Presidential Task Force on Clinical Faculty Representation in Governance. The committee does not have any comments on the task force's recommendations. The committee's opinion is that implementing the recommendations will strengthen shared governance by inclusion of clinical faculty who are engaged with the academic mission of the University.