



900 UNIVERSITY AVENUE, SCHOOL OF MEDICINE EDUCATION BUILDING, RIVERSIDE, CA 92521

May 6, 2026

TO: Professor Ken Barish
Chair, Academic Senate

VIA: Professor, Dan Jeske, Vice Provost
Academic Personnel

FR: Deborah Deas, MD, MPH
Mark and Pam Rubin Dean
Vice Chancellor for Health Sciences

Re: Renewal request for 5-year Extension of the Exception to 1/6 Limitation on
Appointment to Professor of Clinical X Series

I write to request approval for a renewal of the exception to [APM 275-16-f. \(3\)](#) for an additional five-year period, through October 2031. The current exception is set to expire in October 2026. This policy states that, in order to maintain a balance among research, education, and clinical service appointees, the number of faculty in the Professor of Clinical X series should not exceed 1/6 of all local Senate members in clinical departments on a campus. The requested five-year renewal aligns with the LCME accreditation cycle.

Justification: As a growing medical school, we continue to require flexibility beyond what current policy allows. Our total number of clinical Senate faculty remains relatively small, and application of the 1/6 limitation would significantly constrain our ability to appoint faculty in the Professor of Clinical X series. Specifically, as a medical school that relies heavily on community-based clinicians, the School of Medicine depends on the academic and scholarly leadership provided by individuals who qualify for and merit appointment in the Clinical X series.

The existing APM policy language does not appear to fully account for the unique needs of developing medical schools or the impact of early-stage growth. Establishing a robust clinical teaching infrastructure is essential to support medical student and resident education. Clinical teaching requires low learner-to-faculty ratios, which necessitates a greater number of qualified

academic clinical faculty, particularly in the early phases of institutional development. Faculty in the Clinical X series play a critical role in providing the leadership necessary to meet these educational and clinical mission needs. Without Medical Center it is difficult to recruit a significant number of research track clinical faculty in ladder rank, and in-residence series, other two academic senate faculty appointments, to meet 1/6 ratio.

The School remains committed to maintaining appropriate Senate representation among clinical faculty. We will continue to rigorously apply APM standards for appointments to the Clinical X series to ensure recruitment of individuals with the qualifications, stature, and expertise necessary to advance the School's academic, clinical, and educational missions.

Accounting: The current total number of SOM Senate members in the Division of Clinical Sciences (including Professor of Clinical X faculty and excluding Emeriti, as defined by the APM) is (20). Of these, (5) are appointed in the Professor of Clinical X series, and (15) are appointed in the Professor, Professor In-Residence or Professor of Teaching series. Since the last exception request in 2021, (3) Professors of Clinical X resigned from their positions, and we recruited (3) new faculty in Professor of Clinical X series during the 2021-2026 period to replace 3 clinical faculty in leadership positions that left UCR SOM, including Chair of Family Medicine, Director of Psychiatry Residency Program and Associate Dean for Medical Education Quality.

Projections: We anticipate recruiting (3) faculty members in the Professor of Clinical X series in the current year to address departures. In [2026–2027] and [2027–2028], we project hiring approximately (2) additional faculty per year. These recruitments are essential to support leadership in new and existing clinical departments and programs, as well as other key clinical roles. Flexibility in appointing faculty to the appropriate series remains critical to attracting competitive national candidates. Without the approval of this extension we would not be able to recruit for these positions.

Based on the above, and in accordance with APM policy, we respectfully request renewal of the Academic Senate's approval to appoint faculty to the Professor of Clinical X series without being constrained by the 1/6 ratio requirement.

If you have any questions, please feel free to contact me via email at Deborah.deas@medsch.ucr.edu or by phone at extension 2-4564

CC: Maria Aldana, Associate Dean and CFO, SOM
Iryna Ethell, Associate Dean for Academic Affairs, SOM
Adam Godzik, Chair, FEC
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Sylvia Vasquez, Director of Human Resources