BACKGROUND

The Department of Pathology would like to facilitate development of our most promising project scientists and post-doctoral fellows. To accomplish this goal, when specific criteria are met, the Department will apply through VC/Dean’s Office Committees to open a search to the Adjunct Professor Series targeting the specific research area in which the candidate works. The Department’s policy to hire faculty by applying the search mechanism accommodates recent UC policies that apply constraints on waivers or make hiring through a waiver disadvantageous.

POLICY

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 ad hoc review committee, which will include two additional senior faculty with relevant research experience, 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
4) The faculty sponsor’s letter of support for the proposed appointment.

The Department ad hoc committee will review the submitted materials and make a recommendation to the Department of Pathology Chair regarding 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 concurs, the Department will attempt to launch a search for an adjunct series appointment. At this point, the UC San Diego policies and procedures governing academic searches and the UC San Diego policies and procedures governing academic appointments will apply. If the candidate is successful in the search and is appointed to the Adjunct Professor Series, the current APM policy governing this appointment will apply (APM 280). It should be noted that individuals appointed in the Adjunct Professor Series must engage in teaching and University service in addition to research.

SENIOR FACULTY SPONSOR REQUIREMENTS

Each candidate 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.

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 of other Academic Senate faculty position. Such positions are required to be filled by an official search. 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.