

**ACADEMIC PERSONNEL REVIEW CRITERIA
FOR
CALIFORNIA ANIMAL HEALTH AND FOOD SAFETY LABORATORY SYSTEM FACULTY**

The California Animal Health and Food Safety Laboratory System (CAHFS) is presently constituted as established by an act of the state legislature. (Statutes of 1982 adding article 6 "Poultry and Livestock Laboratory" Chapter 1536, Sections 520 through 531 to the Food and Agricultural code). The code establishes the basic nature of the CAHFS and how it shall function. On July 5, 1984 the California Department of Food and Agriculture and the Regents of the University of California acting on behalf of the School of Veterinary Medicine executed a contract for the operation of the CAHFS as mandated by the Food and Agricultural code. The CAHFS mission is to provide the citizens of California with the highest quality diagnostic laboratory support service for: 1) Livestock and poultry disease control; 2) Enhancement of livestock and poultry health management; 3) Protection from diseases common to animals and humans; and 4) Recognition and dissemination of new knowledge.

On July 23, 1987, the School of Veterinary Medicine was authorized to use the Professor of Clinical _____ series for those faculty appointed to the CAHFS. This series was developed for use by health science schools for those individuals heavily involved in the clinical teaching assignments. It was felt by interpretation to the CAHFS situation that it was a series appropriate for CAHFS faculty. CAHFS faculty have responsibilities involving professional competence and activity, creative activity, teaching and service. The emphasis is, however, different from that of the clinical faculty description. Professional competence and activity in providing clinical diagnostic service is the primary responsibility of CAHFS faculty. It is the intent of this document to describe CAHFS faculty activities to assist in the personnel evaluation and review process.

PROFESSIONAL COMPETENCE AND ACTIVITY:

The major responsibility and focus of CAHFS faculty is professional competence and activity. Faculty will be reviewed for their participation in: 1) diagnostic disease investigation; 2) client relations; 3) laboratory development and advancement; and 4) professional development.

Effectiveness of diagnostic disease investigation: The nature and quantity of diagnostic case work, quality of effort, recognition of new and unusual diseases or syndromes, and efforts to follow up difficult or questionable cases are some of the contributions to effective disease investigations.

Effectiveness in client relations: Contributions to improve public and client perception of the CAHFS and the University of California as achieved by participation in local and regional meetings, cooperative extension programs, educational efforts with veterinary and producer groups, contributions to newsletters, lay journals and special efforts to enhance communication and develop rapport with clients.

Commitment to laboratory development and advancement: Contributions to improve laboratory operations might include the expansion of testing capabilities, the application of new procedures or the innovative use of existing procedures, improvement and expansion of quality control and assurance and improvements in dissemination of diagnostic information. The latter may include contributions to improve reporting formats, innovative approaches to reporting disease status in California and use of laboratory information for disease diagnosis and prevention.

Professional Development: It is critical that faculty maintain current knowledge in their major field of endeavor and apply their expertise to the advancement of livestock/poultry health management, federal and state disease control programs, and/or recognition of foreign animal diseases. Attendance and participation in regional and national meetings is evidence of an effort to enhance professional development.

TEACHING:

Teaching for CAHFS faculty shall encompass the transmittal of information related to diagnostic veterinary medicine in an organized fashion to veterinary students, residents, practicing veterinarians, producers and CAHFS staff. Teaching may involve undergraduate students and graduate students from institutions of higher education including those from outside of the UC system. Participation in the training necessary for CAHFS professionals in the MAP series to achieve professional credentials within their chosen field is relevant teaching activity. Opportunities for teaching will vary as situations and locations differ among faculty i.e., branch facilities vs. Thurman laboratory. Teaching avenues available for CAHFS faculty include primary clinical teaching such as veterinary student senior rotations, resident training, continuing education for veterinarians and producers, limited opportunities in both graduate student training and didactic teaching in departmental courses and CAHFS elective courses to be developed. Contributions to veterinary diagnostic pedagogy i.e., video tapes, slide sets, laser disks etc. are appropriate teaching efforts.

CREATIVITY:

Those activities to be considered as creative activities such as outlined in the series definition are original papers, case reports, abstracts/presentations at meetings, and book chapters. Development of new and/or improved diagnostic tests will be considered an expression of creative activity. Other creative contributions might include regulatory investigations of outbreaks requiring innovative efforts, which are not followed with publications due to the confidential nature of the issue.

UNIVERSITY AND PUBLIC SERVICE:

Faculty play an important role in CAHFS administration and in formulation of its policies. Responsibility for direction of activities, planning, and general leadership are critical to specific assignments. Participation in CAHFS policy and philosophy development is essential. This may include involvement in management information systems, budgetary processes, strategic planning, quality assurance programs and workload evaluations. Personnel management, including hiring, supervision and review activities, and involvement in staff development programs, may be an important aspect of some faculty's assignment. Activities may include service to CAHFS constituencies and professional societies at local, state and national levels.