No disclosures.
Vice Dean for Faculty

Appointments and promotions
Recruitments, retentions, major searches, chairs
Health Sciences Compensation Plan
Faculty development and faculty life
Housing and loans programs
Interface with affiliated institutions, departments, campus, University
And…
And...

- Misconduct
- Grievances
- Discipline
- Malfeasance
- Differences
Reconciling Irreconcilable Differences

Jonathan R. Hiatt, MD
Professor of Surgery
Vice Dean for Faculty
Research Malfeasance: Unethical but not Illegal

Defective research practices: supervision, record keeping, monitoring, adverse event reporting

Biased analysis

Unfair reporting: guest authors, failure to disclose conflicts of interest,

Poor scientist interactions: exploitative or negligent mentoring, violations of confidentiality, failure to share, false accusations, unfair allocation of authorship

Biased peer review
Malfeasance: Illegal but Not Research Misconduct

Destruction or theft of research property
Misuse or theft of research funds
Harassment of personnel
Violation of safety rules for human subjects, animal subjects, radiation, chemicals, gases, biologicals
Interfering with an inquiry or investigation
Malfeasance in Human Studies

Poor experimental design

Not following protocol scrupulously:

• inclusion or exclusion criteria
• hidden amendments
• not accounting for accidental protocol variances
• bias, delay or failure to report serious adverse events

Not maintaining the primacy of the subject over the research
Differences

Authorship disputes

Career issues guidance and management

Conflict of interest and commitment

Internal/external relations: collaborators, competitors, colleagues

Allegations: scientific integrity, favoritism, finances
Academic Personnel

ACADEMIC PERSONNEL POLICY

About the APM
I. General university policy regarding academic appointees
II. Appointment and promotion
III. Recruitment
IV. Salary administration
V. Benefits and privileges
Policies under review
Policy issuances and guidelines
Labor contracts

Academic Personnel develops, implements and manages policies and procedures pertaining to the employment relationship between an academic appointee and the University of California. These policies and procedures are issued by the Provost and Executive Vice President of Academic Affairs and published in the Academic Personnel Manual (APM).

Academic appointees subject to policies and procedures within the APM include, but are not limited to, faculty such as Professorial Rank Faculty, Lecturers and Clinical Faculty; academic research professionals such as Professional Researchers and Specialists; academic service professionals such as Librarians and Cooperative Extension Specialists and Advisors; and graduate student employees such as Research and Teaching Assistants. For academic appointees covered by a Memorandum of Understanding (MOU), the APM applies only to the extent provided for in the MOU.

Academic Personnel maintains the official copy of the APM, including the online version of the APM and any subsequent changes. Questions about maintaining the APM may be directed to Janet Lockwood. Specific academic personnel policy questions from those located at a University of California campus may be directed to the local Academic Personnel Office.

Search the Academic Personnel Manual by entering your search terms below:

http://www.ucop.edu/academic-personnel/academic-personnel-policy/index.html
GENERAL UNIVERSITY POLICY
REGARDING ACADEMIC APPOINTEES
The Faculty Code of Conduct


Additional policies regarding the scope and application of the Faculty Code of Conduct and the University’s policies on faculty conduct and the administration of discipline are set forth in APM - 016 the University Policy on Faculty Conduct and the Administration of Discipline.

The Faculty Code of Conduct as Approved by the Assembly of the Academic Senate

(Code of Professional Rights, Responsibilities, and Conduct of University Faculty, and University Disciplinary Procedures)

Preamble

The University seeks to provide and sustain an environment conducive to sharing, extending, and critically examining knowledge and values, and to furthering the search for wisdom. Effective performance of these central functions requires that faculty members be free within their respective fields of competence to pursue and teach the truth in accord with appropriate standards of scholarly inquiry.

The faculty’s privileges and protections, including that of tenure, rest on the mutually supportive relationships between the faculty’s special professional competence, its academic freedom, and the central functions of the University. These relationships are also the source of the professional responsibilities of faculty members.

It is the intent of the Faculty Code of Conduct to protect academic freedom, to help preserve the highest standards of teaching and scholarship, and to advance the mission of the University as an institution of higher learning.

Part I of this Code sets forth the responsibility of the University to maintain conditions and rights supportive of the faculty’s pursuit of the University’s central functions.
# Faculty Code of Conduct (APM 015)

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Confidentiality

Chain of command
Reconciliation: Chain of Command

Laboratory / lab group

Division

Department

ORU

Dean (delegated to Vice Dean)

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Approach to Reconciliation

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SOM Dean’s Office activities
Malfeasance and differences
Approach to conflict management
We never close (jhiatt@mednet.ucla.edu)