

CALIFORNIA STATE UNIVERSITY, LONG BEACH

POLICY STATEMENT

This policy superseded by  
Article 19 of Unit 4 MOU

NUMBER: 78-31

FILE: Faculty

SUBJECT: MEDICAL EXAMINATION POLICY FOR ACADEMIC EMPLOYEES

The following policy statement, recommended by the Academic Senate at its meeting of May 18, 1978, and approved by the President on May 24, 1978, is as follows:

MEDICAL EXAMINATION POLICY FOR ACADEMIC EMPLOYEES

A probationary or tenured academic employee may be required to submit to medical examination by a physician or physicians designated to evaluate whether or not the employee is disabled from performing the duties of her/his position.

Section 43404 of Title 5, California Administrative Code, will be implemented as outlined below when the President or designee (the Associate Vice President for Academic Affairs--Academic Personnel, hereinafter referred to as Associate Vice President) may at her/his discretion, when circumstances permit, provide the employee the opportunity to obtain peer review. The employee, however, may choose to omit the peer review process by meeting directly with the Associate Vice President.

The procedure for obtaining peer review:

1. When written information is received concerning an apparent disability or incapacity of an employee, the supervisor shall meet with the employee to discuss this information in an attempt to resolve the matter.
2. Either before or during this meeting the supervisor shall supply to the employee copies of the appropriate University policies.
3. The employee shall have the opportunity to review and respond to any written information as well as the opportunity to submit any additional information for consideration by the supervisor and the appropriate committee of the academic area.

4. If no resolution results from the meeting and related correspondence, and there remains any substantial question with respect to the disability of the employee and the ability of the employee to continue to perform the duties of the position, the supervisor, in consultation with the appropriate committee of the academic area, will request the employee to meet with the Associate Vice President in order to sign a Release of Medical Records Form and a Physician Statement Form. All relevant materials, including the employee's written response, if any, shall be forwarded from the academic area to the Associate Vice President. The above procedure will permit information to become available for evaluation of the employee's ability to perform the duties of her/his position. The final disposition of the matter will be made by the Associate Vice President in consultation with the supervisor and the Medical Director of Health Services.

Under certain circumstances, it may become necessary to request the employee to have additional medical examination(s) at State expense in order to make this determination. The Associate Vice President will make this decision in consultation with the Medical Director of Health Services. If such an examination appears to be necessary, the selection of an examining physician will be made by the employee from a panel provided by the Long Beach Medical Society, or by other regional or county medical society.

Effective: Immediately

DEG:bjp  
6/6/78