

CRITERIA FOR ADVANCEMENT IN THE PROFESSOR OF CLINICAL X SERIES

| | Clinical and Professional Activity | Scholarly Activity | Teaching | Service |
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| Assistant Professor Step I (Initial Appointment) | Excellence in basic clinical skills: completion of recognized clinical training program; letters from program directors, colleagues. Regional or national recognition. | Potential for excellent scholarly activity with impact beyond our institution, to be documented by letters and/or research or review publications. Roles in collaborative research may be an important consideration, and may be somewhat flexible. Expressed interest in pursuing scholarly activity as a significant component of the academic position, coupled with evidence to support the promise for accomplishment. Evidence may be in the form of recommendation from the Departmental Chair, Division Chief or Program or Fellowship Director, publications to include (but not limited to) case reports, book chapters, prior collaboration with established researchers, and greater weight being given to original research, or completed special training as evidenced by MPH, MBA, PhD. | Excellent teaching abilities documented by letters from program directors and, if available, med student/housestaff evaluations and invitations to lecture. Local recognition. | No prior university service expected at time of appointment. |
| Assistant Professor 4th Year Appraisal (in some cases, 6th year appraisal) | Recognized clinical excellence, not precluding some limited mentoring if appropriate to developing new skills. UCSD clinical faculty and regional peer referrals, and development of unique clinical programs should be documented in the file. Specialty/subspecialty board certification, as appropriate. | Some scholarly activity is expected, though it may be in the form of clinical innovation rather than traditional research – with demonstrable regional or national dissemination and impact & recognition. Roles in collaborative research may be an important consideration. Evidence of accomplishment or a trajectory that predicts accomplishment in the scholarly arena to include one or more of the following: published original manuscripts, published or presented abstracts that are likely to lead to complete original manuscripts, book chapters, review articles, , participation in independent or collaborative research, application or securing extramural funding, appointment on National Society committees, with lesser consideration given to case reports | Excellent teaching- may be clinical and/or classroom or CME/invited presentations documented by student, housestaff and CME evaluations. Innovative programs, new courses or techniques may deserve special consideration. Teaching/ training programs directed at peers, including informal peer teaching. Local recognition. | Participation on University and community service committees/boards is expected. Actual extent of this will depend on individual's clinical activities. Invitation or election to regional or national committees, journal review boards, etc. is expected. |
| Associate Professor of Clinical X | Independent clinical excellence and focus, maintaining clinical practice or contractual clinical support or other support, regional recognition for clinical excellence documented e.g., by referrals. Letters from UCSD faculty and regional | Demonstrated and sustained excellence in contributions to knowledge and/or practice in chosen clinical field as indicated by dissemination of a body of publications or teaching material or programs used in other institutions, or the introduction of documented improvements/innovations that advance the | Teaching excellence in clinical care delivery or consultation services or precepting medical students, including: lectures, grand rounds, M&M, primary care or sub-specialty rounds or laboratory instruction in SOM core courses. | Membership on care delivery committees at UCSDMC, VAMC, DOM or SOM, or membership in national and local organizations or committees or boards, or review of manuscripts, or |

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| | <p>community physicians. Documentation of the amount and quality of clinical care activities.</p> <p>Recognition at the national level is desirable, but not required.</p> | <p>educational mission both within and beyond our institution. Textbook chapters or similar publications, or other contributions to the professional literature (including video and electronic media), or development and institution of new or improved methods of teaching, or principal or co-investigator status on collaborative or joint research program. Independent letters from regional authorities. Evidence of accomplishment in the scholarly arena as evidenced by two or more of the following: Publication of two or more original manuscripts, at least one of which is deemed to have added in a substantial manner to the knowledge base in the specialty, AND publication of one or more book chapters in leading text in the specialty or subspecialty, appointment of leadership role in specialty or subspecialty society at least at the task force or committee level, securing substantial extramural funding, either as a PI or co-PI to support a clearly defined area of clinical, educational, or basic science research, establishment of an educational module that has gained acceptance beyond the local institution.</p> | <p>Teaching evaluations from students, housestaff, peers, outside sources, external letters, etc.</p> <p>Regional recognition.</p> | <p>participation in development of organizational position papers or consensus statements. Committee rosters and external letters.</p> |
| <p>Professor of Clinical X</p> | <p>Independent clinical excellence and focus, maintaining clinical practice or contractual clinical support or other support, national recognition for clinical excellence documented by referrals, with continued momentum. Letters from UCSD faculty and San Diego community physicians, and national physicians or authorities.</p> <p>Activities at the international level are desirable, but not required.</p> | <p>National and continued impact and recognition for sustained excellence in scholarly contributions to knowledge and/or practice in chosen clinical field as indicated by dissemination of a body of research or other scholarly publications, or teaching material or programs used in other institutions, or other documented improvements/innovations. Textbook chapter or similar publications, or other contributions to the professional literature (including video and electronic media), or development of new or improved methods of teaching, or co-investigator status on clinical research studies. Independent letters from national or international authorities. Evidence of continued accomplishment in the scholarly arena as delineated under criteria for Associate Professor but with the added requirement for national recognition for the area of achievement. PI with substantial extramural support for a line of independent investigation in the arena of</p> | <p>Teaching excellence in clinical care delivery or consultation services or precepting medical students, including lectures, grand rounds, M&M, primary care or sub-specialty rounds or laboratory instruction in SOM core courses. Teaching evaluations from students, housestaff, peers, outside sources, external letters, etc.</p> <p>Recognition at the institutional and national level.</p> | <p>Leadership of care delivery committees at UCSDMC, VAMC, DOS or SOM, or national and local organizations or committees or boards, or review of manuscripts, or development of organizational position papers or consensus statements. Committee rosters and external letters.</p> |

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| | | clinical, basic science or educational research. Appointment at least at the level of editorial board of a peer reviewed medical journal or leadership at the level of President, President elect or Vice President of a national or regional (i.e California or greater) specialty or subspecialty organization. | | |
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