

Department of Psychiatry

Academic Advancement Guidelines for HS Clinical Faculty

See PPM 230-268 and APM 278 for a description of the HS Clinical Professor series:

<http://adminrecords.ucsd.edu/PPM/docs/230-278.html>

The review committee shall evaluate the candidate with respect to proposed rank and duties, considering the record of the candidate’s performance in (1) teaching (2) professional competence and activity (3) scholarly or creative activity, and (4) University and public service. Activities in items (3) and (4) are typically derived from their primary responsibilities in clinical teaching and professional service activities (see APM - 278-4 and -10) and thus shall be appropriately weighted and broadly defined to take into account the primary emphasis on clinical teaching and patient care services. Candidates for promotion should demonstrate substantial growth and accomplishment in their area of expertise (ref APM 210-6.b)

NOTE: The following guidelines are intended to be applied in consideration of the specific nature of the faculty member's assigned duties, as well as the overall quantity, quality, and impact of his/her accomplishments. For acceleration, the faculty member must meet normal merit criteria in all areas, without deficiencies. In addition, the candidate must have made extraordinary contributions in at least one area, which usually includes clinical activities. However, in some cases, acceleration may be based upon the quality and quantity of contributions in other areas (see guidelines for other areas in the Table). Documented, acceleration-level accomplishments in more than one area are desirable and should be considered, but are not required for acceleration.

	Merit	Acceleration
Professional Competence and Clinical Activity	<p>Full and effective execution of clinical duties within assigned setting.</p> <p>Willingness to accept service assignments of importance to clinical programs.</p> <p>Provides consistently high quality care as evidenced by standardized assessments of quality (e.g., quality indicators, referees evaluation of clinical skills, satisfactory patient satisfaction scores, satisfactory scores on quality improvement initiatives)</p>	<p>Must meet all criteria for Merit in every area. Acceleration criteria must be met in at least one area. For Professional Competence and Clinical Activity, this includes clinical care that exceeds the typical expectations as demonstrated by one or more of the following:</p> <ul style="list-style-type: none"> • Exceptional clinical caseload supported by objective evidence (e.g., wRVUs). • Formal recognition regarding clinical work of exceptional quality (e.g., awards; unusual quantity of demonstrated patient compliments, etc.). • Evidence of innovation and contribution to clinical care such as the development of new clinical services.

<p>Teaching</p>	<p><i>Both are required</i></p> <p>Active participation in Teaching as evidenced through clinical supervision or formal/classroom courses; clinical lectures; clinical rounds; M&M and other case presentations; Grand Rounds; Independent Study Projects; delivering a CME Course; and/or mentoring. Special priority will be given to fulfilling teaching duties assigned by the Department.</p> <p style="text-align: center;">AND</p> <p>Above-Average teaching evaluations (average > 3.0 on 5 point rating scale)</p>	<p>Must meet all criteria for Merit in every area. Acceleration criteria must be met in at least one area. For Teaching, this could be demonstrated by one or more of the following:</p> <p>Excellent teaching evaluations (average > 4.0 on 5 point scale) and at least one of the following:</p> <ul style="list-style-type: none"> • Development of new teaching curriculum (with written documentation) • Exceptional teaching workload • Exceptional breadth of teaching activities (e.g., undergraduates; graduate students/medical students; residents ; post doctoral fellows) • Recipient of new or competing renewal training grant • Recipient of new teaching award • Develop a new CME Course
<p>Creative & Scholarly Activities</p>	<p>For merit advancement, minimal scholarly activity is required at each step, but more is required for promotions. Examples of scholarly activity may include:</p> <ul style="list-style-type: none"> • In-Service for staff • Lecture outside of UCSD • Mentor a trainee’s research project • Present a CME • Manuscript reviewer • Co-investigator on a research project 	<p>Must meet all criteria for Merit in every area. Acceleration criteria must be met in at least one area. For Creative and Scholarly Activities, this could be demonstrated by one or more of the following:</p> <p>Innovation or development of clinical programs adopted by other clinical units, or department wide protocols, during current review period.</p> <p>Published original articles or case studies in peer-reviewed journals or book chapters or books.</p>

<p>University & Public Service</p>	<p>Active participation in Departmental, Health System or VA or University committees or task groups relevant to clinical care and/or clinical education. This may include:</p> <ul style="list-style-type: none"> • Departmental • Hospital (UCSD, VA, Rady) • University • System-Wide <p>Optional: <i>The following examples may also be recognized as service, but are not required, especially for normal merit advancement:</i></p> <ul style="list-style-type: none"> • Participant in medical/research association committee or board membership. • Contribution to diversity • Contribution to a non-profit organization • Participate in medical education leadership activities offered by national or regional professional organization • Serve on committee or leadership team of national or regional professional organization (e.g. APA, ACNP, SOBP) 	<p>Must meet all criteria for Merit in every area. Acceleration criteria must be met in at least one area. For University and Public Service, this could be demonstrated by one or more of the following:</p> <ul style="list-style-type: none"> • Exceptional innovations or new contributions within a high level administrative position (e.g., Clinical Division Director, Medical Director of clinical program, Director of training program, Chair or Vice Chair of major medical school or University or University-affiliated committee). • Service on a committee requiring unusual effort and time commitment (e.g., SOM-CAP). • Editorial board member (new) or ongoing service as Editor of scientific journal; editor of special issue of scientific journal. • Exceptional contributions to diversity. • Exceptional community service (e.g., in a disaster situation). • Organizer of a national or international conference • Service on a grant review committee, IRB, or Data Safety Monitoring Board. • Lead a health promotion service initiative (contract from state, county or foundation); • Community service to promote mental health (e.g. serve on a board of an organization (e.g. NAMI); organize mental health fair)
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Promotion Criteria

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Associate Professor	Full Professor
<p>The assessment of a clinician in the HS clinical series must appropriately weight the primary emphasis on clinical care. Thus the quantity of teaching, service and scholarly activity should be judged based on the time available for these activities beyond the direct patient care expectations of the clinician.</p> <p>For promotion to Associate Professor, one should have the following:</p> <p>Clinical: recognition as a local/San Diego/UCSD expert, and a record of providing consistently high quality care and meeting clinical expectations.</p> <p style="text-align: center;">and</p> <p>Teaching: One should have a consistent record of excellence in teaching as demonstrated by teaching evaluations or teaching awards. Other evidence can include invitations to present at Grand Rounds, seminars, lectures, or other courses at the University of California or at other institutions, participating in residency review committees, programs sponsored by professional organizations, recertification workshops or courses, peer evaluation, or documentation of activity as a role model or mentor.</p> <p style="text-align: center;">and</p>	<p>The assessment of a clinician in the HS clinical series must appropriately weight the primary emphasis on clinical care. Thus the quantity of teaching, service and scholarly activity should be judged based on the time available for these activities beyond the direct patient care expectations of the clinician.</p> <p>For promotion to Full Professor, one should have the following:</p> <p>Clinical: recognition as a regional or national expert, and a record of providing consistently high quality care and meeting clinical expectations.</p> <p style="text-align: center;">and</p> <p>Teaching: One should have a consistent record of excellence in teaching as demonstrated by teaching evaluations or teaching awards. Other evidence can include invitations to present at Grand Rounds, seminars, lectures, or other courses at the University of California or at other institutions, participating in residency review committees, programs sponsored by professional organizations, recertification workshops or courses, peer evaluation, or documentation of activity as a role model or mentor.</p> <p style="text-align: center;">and</p>

Service: A record of ongoing active participation in departmental, University, or hospital committees. Or participation in local, regional, state, national or international professional organizations.

and

Scholarly activity: Scholarly activity does not necessarily require participation in research, but must result in a documented tangible product that is disseminated to improve something. Some examples include, but are not limited to:

- Presentation of posters or papers at local, regional or national meetings
- Lectures to professionals outside of UCSD
- Develop or contribute to educational curricula such as lecture series for medical students, residents, PhD students, or post-doctoral fellows
- Serve as a mentor for trainee's independent research project
- Participation in the advancement of professional education by presenting at a Continuing Medical Education meeting
- Participation in research as demonstrated by authorship on new publications
- Serve as a manuscript reviewer for peer-reviewed journals
- Development of or contribution to the administration of a clinical service
- Development of or contribution to clinical guideline or pathway
- Development of or contribution to quality improvement program
- Development of or contribution to medical information system-such as improving the functioning of an electronic health record for clinicians
- Development of or contribution to community outreach or informational programs related to mental health

Service: A record of ongoing active participation in departmental, University, or hospital committees. Or participation in local, regional, state, national or international professional organizations.

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