

**UCSD Department of Psychiatry Academic Advancement Guidelines – Clinical X Series**

<b>Rank &amp; Step</b>	<b>Research Publications Creative &amp; Scholarly Activities</b>	<b>Teaching</b>	<b>Professional Competence and Clinical Activity</b>	<b>University &amp; Public Service</b>
<b>Assistant Professor</b>	<ul style="list-style-type: none"> <li>• Participation in scholarly pursuits in applied clinical sciences. This includes activities which may be independent or collaborative, and may focus on formal clinical or laboratory research, or scholarly publications.</li> <li>• Documented evidence of dissemination of scholarly work</li> </ul>	<ul style="list-style-type: none"> <li>• Active participation in Teaching. This can include, but is not limited to, clinical supervision, formal lectures, Independent Study Projects, or and mentoring.</li> <li>• Above-Average teaching evaluations (average &gt; 3.0 on 5 point rating scale)</li> </ul>	<ul style="list-style-type: none"> <li>• Established clinical focus. In addition to routine individual patient care, clinical activity may take the form of developing or sustaining specific clinical care programs or programs involving applications of new techniques or new uses of existing therapeutic modalities.</li> </ul>	<ul style="list-style-type: none"> <li>• Not required at time of appointment</li> <li>• For merit advancement at least some beginning service within the Department, clinical services (e.g., hospital committees), and/or University</li> </ul>
<b>Associate Professor</b>	<ul style="list-style-type: none"> <li>• As above -plus-</li> <li>• Demonstrated independence or leadership</li> <li>• National recognition</li> </ul>	<ul style="list-style-type: none"> <li>• As above -plus-</li> <li>• Recognition at the institutional level</li> </ul>	<ul style="list-style-type: none"> <li>• As above -plus-</li> <li>• Recognition of clinical influence at the regional level</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of participation in University and Departmental service</li> <li>• Evidence of participation in professional (local or national organizations, societal/ journal/ grant review) service</li> </ul>
<b>Professor Step 1 (Promotion)</b>  <b>Steps 1-5</b>	<ul style="list-style-type: none"> <li>• As for Associate Professor -plus-</li> <li>• Leadership role in contributions to clinical scholarship</li> </ul>	<ul style="list-style-type: none"> <li>• As for Associate Professor</li> </ul>	<ul style="list-style-type: none"> <li>• As for Associate Professor -plus-</li> <li>• Recognition of clinical influence at the regional and national levels.</li> </ul>	<ul style="list-style-type: none"> <li>• As for Associate Professor -plus-</li> <li>• Leadership role in service activities</li> </ul>
<b>Professor Step Step 6+</b>	<ul style="list-style-type: none"> <li>• As for Professor, with evidence of excellence and continuing achievement</li> </ul>	<ul style="list-style-type: none"> <li>• As for Professor, with evidence of excellence and continuing achievement</li> </ul>	<ul style="list-style-type: none"> <li>• As for Professor, with clear evidence of excellence and continuing achievement</li> </ul>	<ul style="list-style-type: none"> <li>• As for Professor, with evidence of excellence and continuing achievement</li> </ul>

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<p><b>Professor Above Scale</b></p>	<ul style="list-style-type: none"> <li>As above, with evidence of international recognition and acclaim.</li> </ul>	<ul style="list-style-type: none"> <li>As above, with evidence of excellence and continuing achievement</li> </ul>	<ul style="list-style-type: none"> <li>As above, with evidence of international recognition and acclaim.</li> </ul>	<ul style="list-style-type: none"> <li>As above, with evidence of excellence and continuing achievement</li> </ul>
<p><b>Acceleration at all ranks</b> (should be based on exceptional functioning in at least one area<sup>†</sup>, usually including research; there must not be weakness in any area)</p>	<ul style="list-style-type: none"> <li>Exceptional research productivity, documented by quality and/or quantity of research publications, research grants, and/or scientific awards</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of exceptional contributions as an educator</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of exceptional accomplishments as a clinician</li> </ul>	<ul style="list-style-type: none"> <li>Examples of acceleration criteria in the service area could include earlier than usual appointment to a prestigious society or NIH Study Section, a governance role in a national society and/or editorial board, unique contributions to either national or local organizations, or exceptional performance in major departmental leadership roles</li> </ul>