

# Academic Affairs Updates for Chairs and Directors

Renee Binder, MD

Amy Friedli, JD

Elena Fuentes-Afflick, MD, MPH

Paul Garcia, MD

SOM Academic Affairs

# OATS

Amy B. Friedli, JD

Director

# What is the Chair's role in OATS?

- Annual certification report
  - Category I requests
  - Earnings threshold
  - Time threshold

# The Chair's role

- Annual certification report
  - Review to ensure that policies were followed (Category I, earnings, time)
  - You are acknowledging, but not verifying, the activities reported by the faculty member
- Category I requests
  - Ensure that the individual is fulfilling all University expectations before endorsing outside professional activities
  - Your endorsement indicates a lack of concern about conflict of commitment
- Request to exceed the earnings threshold
  - Your endorsement indicates that the individual is fulfilling all University expectations
  - Your endorsement indicates a lack of concern about conflict of commitment
- Request to exceed the time threshold
  - Your endorsement indicates that the individual is fulfilling all University expectations
  - Your endorsement indicates a lack of concern about conflict of commitment, given the amount of time dedicated to the outside professional activity

# Category I

When you review a request for Category I activity, please indicate whether the faculty member has already engaged in the activity

- Yes
  - No
- 
- If you're not sure, please ask the faculty member!

Mark As:

Reviewed

Return To:

Department

Faculty

Has the faculty engaged in the activity before receiving permission?

Yes  No

# In Residence Task Force Report November 2021

Paul Garcia, MD  
Associate Dean  
Professor of Neurology

# Overview

- Under **APM 270**, Associate and Full Professors In Residence may be given appointments with either a specific end date or no end date (“indefinite”).
- UCSF gives Associate and Full Professors In Residence indefinite appointments (no end date).
- In Residence appointments may be converted to appointments with a specific end date under three circumstances:
  1. Lack of funds
  2. Lack of work
  3. Programmatic change

# Significant Changes

## **Affiliate Appointments**

- Definition expanded to include clinics, treatment or care facilities and research institutions affiliated or associated with the University.
- Current language limited the definition of an affiliate to a “hospital” affiliated with the University

**Clear delineation** of the application of policies that govern and processes for In Residence faculty to faculty with appointments at UCSF affiliates

## **Joint Appointments**

- Clarification that termination of appointment within the home department results in the automatic termination of any joint appointment(s), *unless* a joint department offers the faculty member a new appointment



# Significant Changes

## **Codification of Salary Support During the Terminal Year:**

- Clarification that the amount of salary support due a faculty member during the terminal year is proportional to the amount of salary support they received from the department prior to the terminal year.

There are two approaches to departmental salary support; departments or schools may choose either approach. This strategy ensures consistency across the campus and will help avoid any claims of arbitrary or disparate treatment.

**Faculty vote:** Process specified



# Lack of Work - Definition

“Lack of work may be caused by a change in the emphasis of an on-going program or project, lack of funds, and/or the termination of an individual's appointment at a hospital, **clinic, treatment or care facility, and/or research institution** affiliated or associated with the University.”

***The highlighted text was added***

# Salary Support – 2 Approaches

# Approach 1: “Day 1- Dollar 1”

- In the event a faculty member can no longer cover their salary ( $X+X'$ ) at 100% effort, the department/school initiates the process to convert the faculty member's indefinite in Residence appointment to an appointment with a specific end date.
- During the terminal year, the department/school must provide funding necessary to maintain salary ( $X+X'$ ) at 100% effort.

# Approach 2: Bank

- The bank provides 1 year of support at the level of  $X+X'$ .
- The value of the “bank” is established during the first year of use and inflates annually,\* in accord with COLA or merit increments.
- The bank is similar to a line of credit: the faculty member may draw from it as needed.
- The faculty member may draw from the bank during one year, consecutive years or non-consecutive years.
- Once it is clear that the faculty member does not have sufficient funds in the bank to support their salary at  $X+X'$  beyond a 12-month period, the indefinite end date In Residence appointment is converted to an appointment with a specific end date and the terminal year notice is given.
- Administrative management may be complicated and time-intensive.

\* Assuming it is not used entirely during the first year.

# Request: Choose

choose

- Each department must choose either the Day 1, Dollar 1 or the Bank approach.
  - New choice permitted
- The decision will be memorialized within the compensation plan, effective 7/1/22.

# ORU Faculty

For In Residence faculty who work in ORUs, the In Residence practice defined by the academic home department applies

# Appointments at Affiliates

- **Resignation or Retirement:** Voluntary resignation or retirement from employment at an affiliate results in resignation from the UCSF faculty appointment.
  - The process of establishing a terminal appointment does not apply to resignation
  - No departmental salary support is required
  - No notification requirement
  - No opportunity for a faculty vote



# Appointments at Affiliates

- **Termination by an Affiliate:** Does not necessarily result in the termination of the UCSF faculty appointment.
- Termination constitutes justification for establishing the Term Appointment Process because *“Lack of work may be caused by...the termination of an individual's appointment at a hospital, clinic, treatment or care facility, and/or research institution affiliated or associated with the University.”*
  - Notification is required
  - Opportunity for a faculty vote is required
  - If the faculty member has a paid appointment at UCSF, departmental salary support may be required during the terminal year
  - Any *required* salary support shall not exceed the amount/percent of **UCSF** support provided prior to the termination of the affiliate appointment.
  - No departmental salary support is required for WOS appointees.

# Appointments at Affiliates

## **Termination by an Affiliate for Good Cause**

- In the case of a good cause termination or termination for misconduct from an affiliate where the faculty member is paid at 100%, the WOS UCSF faculty appointment is co-terminus

# Next Steps

By **March 15, 2022**, please notify SOM Academic Affairs whether you choose

- Day 1 – Dollar 1

OR

- Bank

# Accelerated advancement

Renee L. Binder, MD

Associate Dean

Professor of Psychiatry

# SOM Analysis

- Source: 2021 FSER dataset
- Academic actions 7/1/2014 – 7/1/2020
- Limited to faculty who are still at UCSF

# Accelerations, by rank and series

Rank	# Accelerations	# Faculty**	%
Assistant	56	1187	5%
Associate	190	798	24%
Full	326	1269	26%
Total	572		

Series	# Accelerations	# Faculty*	%
Adjunct	26	405	6%
Clinical X	142	672	21%
HS Clinical	130	1487	9%
In Residence	161	562	29%
Ladder Rank	101	252	40%
Professional Research	9		
Specialist	3		
Total	572		

\* <https://facultyacademicaffairs.ucsf.edu/quick-links/faculty-demographic-data/Faculty-Headcount-2021.pdf>

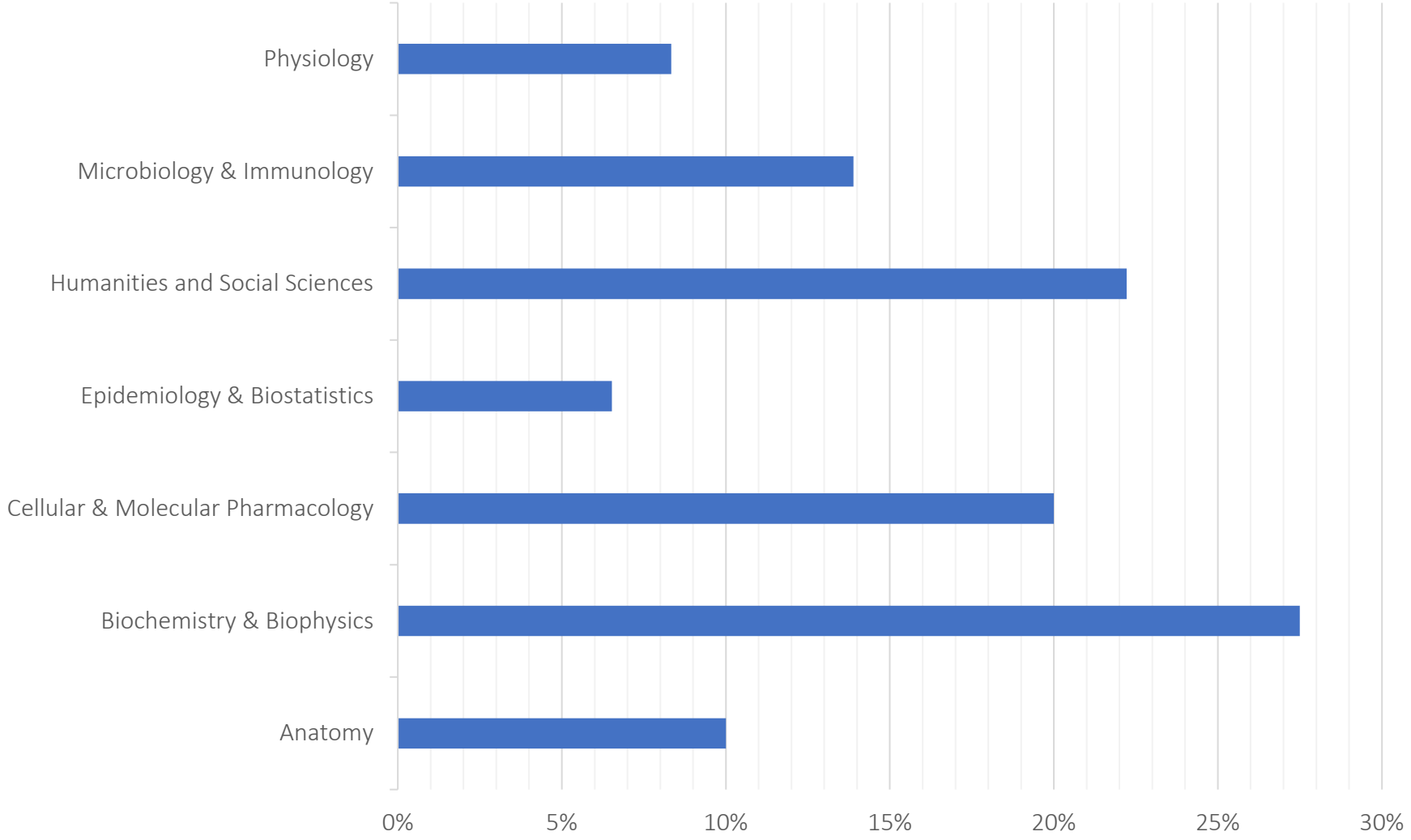
\*\* <https://facultyacademicaffairs.ucsf.edu/quick-links/faculty-demographic-data/UCSF-Annual-Faculty-Headcount-and-Demographics-2020>

# Academic Advancement Basic and Social Science Departments

Department	% Accelerations*	On time Actions	A1	A2	A3	A4	Total Accelerations	D1	D2	D3
Anatomy	10%	34	3	1			4		2	
Biochemistry & Biophysics	28%	58	9	10	2	1	22			
Cellular & Molecular Pharmacology	20%	22	4	2			6	1		1
Epidemiology & Biostatistics	7%	86	4	2			6			
Humanities and Social Sciences	22%	21	5	1			6			
Microbiology & Immunology	14%	31	5				5			
Physiology	8%	21	2				2	1		

\*faculty members may have received one or more accelerations

# Accelerated advancement (%), Basic and Social Science Departments

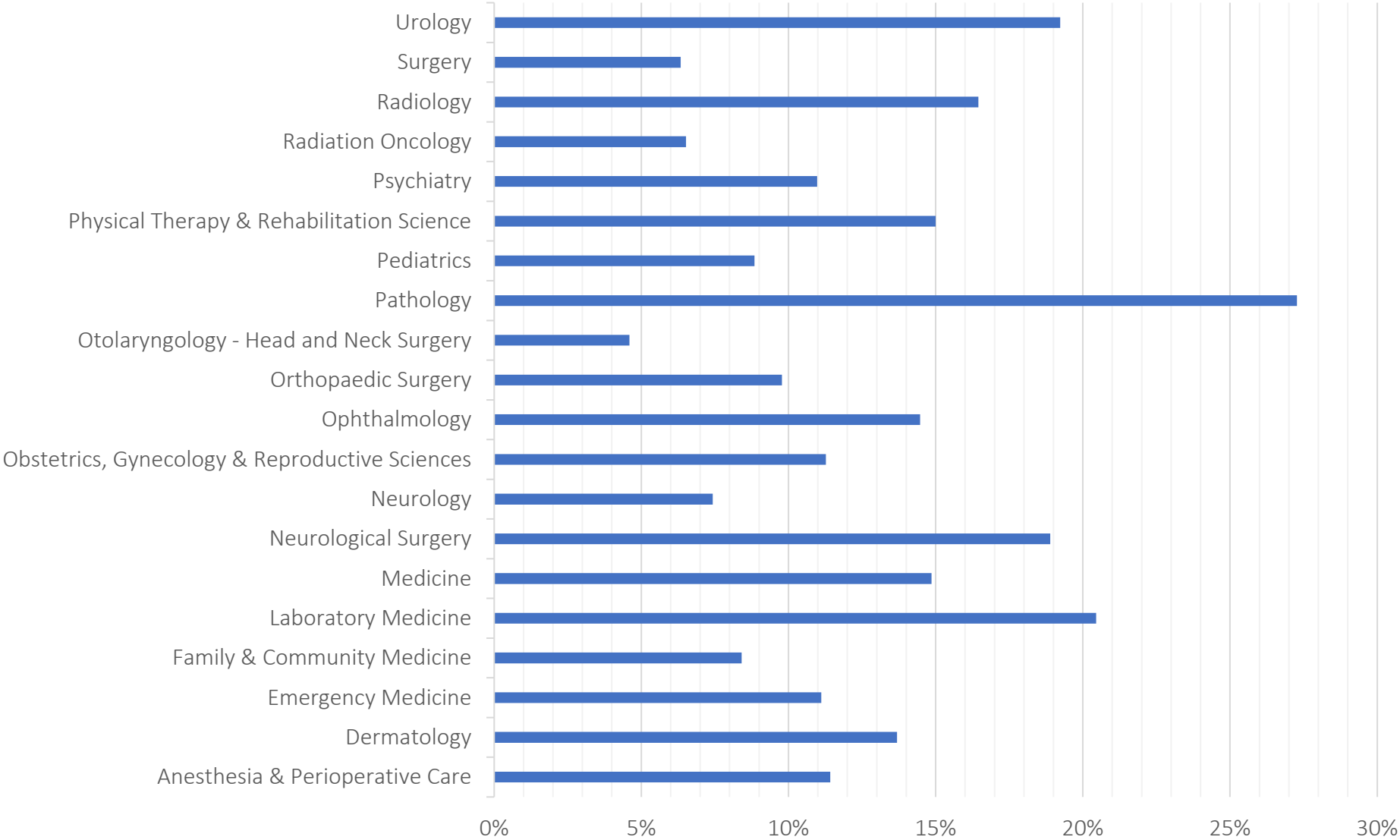




# Academic Advancement – Clinical Departments

Department	% Accelerations	On time	A1	A2	A3	A4	Total Accelerations	D1	D2	D3	D4
Anesthesia & Perioperative Care	11%	252	30	3			33	1	3		
Dermatology	14%	82	12	1			13				
Emergency Medicine	11%	104	11	2			13				
Family & Community Medicine	8%	97	7	1	1		9				1
Laboratory Medicine	20%	70	16	2			18				
Medicine	15%	981	146	27	2		175	18	2	1	1
Neurological Surgery	19%	71	12	3	2		17	1	1		
Neurology	7%	290	14	7	3		24	7		1	1
Obstetrics, Gynecology & Reproductive Sciences	11%	180	22	1			23		1		
Ophthalmology	14%	65	6	5			11				
Orthopaedic Surgery	10%	115	8	5			13	4			1
Otolaryngology - Head and Neck Surgery	5%	82	4				4	1			
Pathology	27%	79	28	1	1		30	1			
Pediatrics	9%	427	30	9	2	1	42	5	1		
Physical Therapy & Rehabilitation Science	15%	34	4	2			6				
Psychiatry	11%	208	19	4	3		26	2		1	
Radiation Oncology	7%	43	3				3				
Radiology	16%	187	33	5			38	6			
Surgery	6%	188	10	2	1		13	2			2
Urology	19%	42	4	4	2		10				

# Accelerated advancement (%) – Clinical Departments



Criteria for Accelerated Advancement  
School of Medicine  
2022

# Criteria

- National and International Honors
- UCSF Awards and Honors
- UCSF Service
- Departmental leadership
- Clinical achievements
- Educational achievements
- Research achievements
- Public and University service
- Diversity, equity, and inclusion

# National and international honors

- Election to the American Academy of Arts and Sciences
- Election to the American Society for Clinical Investigation
- Election to the Association of American Professors
- Election to the National Academy of Medicine
- Election to the National Academy of Science
- Receipt of a highly selection national service award or national diversity award, the highest honor bestowed by a society

# UCSF awards and honors

- Chancellor's Award
- Holly Smith award for Exceptional University Service
- UCSF Academic Senate Distinction in Mentoring Award
- UCSF Academic Senate Distinction in Teaching Award
- UCSF Academic Senate Lifetime Mentoring Award
- UCSF Health Exceptional Physician Award
- Election to the Academy of Medical Educators: highlight the accomplishments that culminated in election within the Chair's letter

# UCSF service

- Committee on Academic Personnel: completion of each 3-year term
- Committee on Animal Research: completion of each 3-year term
- Committee on Human Research: completion of each 3-year term
- SOM Admissions Executive Committee (high-intensity, time-intensive committee): completion of each 3-year term

# Departmental leadership

- Exceptional accomplishments during or leading to a major leadership role



# Clinical – exceptional achievements

- Development, implementation, and/or leadership of a substantial, innovative clinical program
- Development, implementation, and/or leadership of an exceptional program in the setting of unanticipated issue or crisis
- Other examples of exceptional contributions to the clinical mission

# Education – exceptional achievements

- Development and dissemination of a substantial, innovative educational program that has had a measurable impact on students or trainees

# Research – exceptional achievements

- Contributions, including publications, competitive extramural funding or awards

# Public and University Service

- Development or leadership of a program that has had a substantial and sustained impact on the community's health and well-being, where the faculty member led the conception and implementation of the program

# Diversity, equity and inclusion

- Exceptional performance in promoting diversity, equity, and inclusion within the University, School, and/or Department

# In Residence options

By **March 15, 2022**, please email Amy Friedli or Elena Fuentes-Afflick with the department's decision:

- Day 1 – Dollar 1

OR

- Bank