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!
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.
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

<table>
<thead>
<tr>
<th>Rank</th>
<th># Accelerations</th>
<th># Faculty**</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant</td>
<td>56</td>
<td>1187</td>
<td>5%</td>
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<tr>
<td>Associate</td>
<td>190</td>
<td>798</td>
<td>24%</td>
</tr>
<tr>
<td>Full</td>
<td>326</td>
<td>1269</td>
<td>26%</td>
</tr>
<tr>
<td>Total</td>
<td>572</td>
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<table>
<thead>
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<th>Series</th>
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<th># Faculty*</th>
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<tr>
<td>Adjunct</td>
<td>26</td>
<td>405</td>
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<td>Clinical X</td>
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<td>672</td>
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<td>HS Clinical</td>
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<td>1487</td>
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<td>In Residence</td>
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<tr>
<td>Ladder Rank</td>
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<td>Professional Research</td>
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<tr>
<td>Specialist</td>
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<tr>
<td>Total</td>
<td>572</td>
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* [https://facultyacademicaffairs.ucsf.edu/quick-links/faculty-demographic-data/Faculty-Headcount-2021.pdf](https://facultyacademicaffairs.ucsf.edu/quick-links/faculty-demographic-data/Faculty-Headcount-2021.pdf)
## Academic Advancement
### Basic and Social Science Departments

<table>
<thead>
<tr>
<th>Department</th>
<th>% Accelerations*</th>
<th>On time Actions</th>
<th>A1</th>
<th>A2</th>
<th>A3</th>
<th>A4</th>
<th>Total Accelerations</th>
<th>D1</th>
<th>D2</th>
<th>D3</th>
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<tr>
<td>Anatomy</td>
<td>10%</td>
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<td>3</td>
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<td></td>
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<tr>
<td>Biochemistry &amp; Biophysics</td>
<td>28%</td>
<td>58</td>
<td>9</td>
<td>10</td>
<td>2</td>
<td>1</td>
<td></td>
<td>22</td>
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<tr>
<td>Cellular &amp; Molecular Pharmacology</td>
<td>20%</td>
<td>22</td>
<td>4</td>
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<tr>
<td>Epidemiology &amp; Biostatistics</td>
<td>7%</td>
<td>86</td>
<td>4</td>
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<tr>
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<tr>
<td>Microbiology &amp; Immunology</td>
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*faculty members may have received one or more accelerations
Accelerated advancement (%), Basic and Social Science Departments

- Physiology
- Microbiology & Immunology
- Humanities and Social Sciences
- Epidemiology & Biostatistics
- Cellular & Molecular Pharmacology
- Biochemistry & Biophysics
- Anatomy
## Academic Advancement – Clinical Departments

<table>
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<tr>
<th>Department</th>
<th>% Accelerations</th>
<th>On time</th>
<th>A1</th>
<th>A2</th>
<th>A3</th>
<th>A4</th>
<th>Total Accelerations</th>
<th>D1</th>
<th>D2</th>
<th>D3</th>
<th>D4</th>
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<tbody>
<tr>
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<td>11%</td>
<td>252</td>
<td>30</td>
<td>3</td>
<td></td>
<td></td>
<td>33</td>
<td>1</td>
<td>3</td>
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<tr>
<td>Dermatology</td>
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<td>82</td>
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<td>13</td>
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<tr>
<td>Emergency Medicine</td>
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<td>2</td>
<td></td>
<td></td>
<td>13</td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>Family &amp; Community Medicine</td>
<td>8%</td>
<td>97</td>
<td>7</td>
<td>1</td>
<td>1</td>
<td></td>
<td>9</td>
<td></td>
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<tr>
<td>Laboratory Medicine</td>
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<td>146</td>
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<td>175</td>
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<tr>
<td>Obstetrics, Gynecology &amp; Reproductive Sciences</td>
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<td>180</td>
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<tr>
<td>Orthopaedic Surgery</td>
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<tr>
<td>Otolaryngology - Head and Neck Surgery</td>
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<td>82</td>
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<tr>
<td>Pathology</td>
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<td>79</td>
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<td>30</td>
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<tr>
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<tr>
<td>Physical Therapy &amp; Rehabilitation Science</td>
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<tr>
<td>Radiology</td>
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<td>38</td>
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<td>Surgery</td>
<td>6%</td>
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<td>Urology</td>
<td>19%</td>
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</table>
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