

Criteria for Accelerated Advancement UCSF School of Medicine

Accelerated advancement may be used to recognize faculty members who have made *exceptional* contributions to UCSF's academic mission. Exceptional contributions are defined as accomplishments that exceed the expectations of the faculty member's academic series in one or more of the following categories: teaching and mentoring, research and/or creative activities, professional competence, and/or university and public service.

Given that the University and the School expect outstanding achievement from all faculty, it can be challenging to define *exceptional* achievement. Thus, the acceleration process can be subject to variation at multiple levels, from the level of the faculty member through the level of the department. Department chairs, division chiefs, and promotions committee members are encouraged to develop a transparent, consistent process to identify faculty who should be considered for accelerated advancement and to evaluate requests for accelerated advancement. It is important to note that a faculty member may request accelerated advancement even if the division and/or department do not support the request.

These criteria are intended as a companion to the 2019 Guidelines for Advancement, which applies throughout the UCSF campus and provides additional information about accomplishments which may warrant consideration for *accelerated advancement*. Faculty members should be outstanding in each category and demonstrate exceptional achievement in one or more categories to be considered for accelerated advancement.

ACCOMPLISHMENTS THAT DEMONSTRATE EXCEPTIONAL ACHIEVEMENT

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
- Election as a Fellow to the American Academy for the Advancement of Science
- Receipt of a highly selective national service award, national diversity award or similar honor from a national professional society that represents the highest honor bestowed by the 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

UCSF Service

- Committee on Academic Personnel: completion of 3-year term of service
 - may be considered at the completion of each 3-year term of service
- Committee on Animal Research: completion of 3-year term of service
 - may be considered at the completion of each 3-year term of service
- Committee on Human Research: completion of 3-year term of service
 - may be considered at the completion of each 3-year term of service
- SOM Admissions Executive Committee: completion of 3-year term of service on the high-intensity, time-intensive admissions committee
 - may be considered at the completion of each 3-year term of service

Departmental Leadership

- Exceptional accomplishments during or leading to a major leadership role

OTHER TYPES OF EXCEPTIONAL ACHIEVEMENTS

In addition to the accomplishments listed above, faculty may be considered for accelerated advancement if they have demonstrated a sustained level of exceptional achievement since the last academic advancement in one or more of the categories listed below. The bulleted examples represent *the type of achievement* that may support consideration for acceleration. The departmental promotions committee and Chair are expected to review all requests and determine whether to support a request for accelerated advancement.

Clinical

- 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

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

Research

- Contributions, including publications, competitive extramural funding or awards that exceed expectation for the individual's academic series/rank and beyond the level of achievement of departmental peers

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

Important Notes

1. Accelerated advancement may be considered as part of a retention strategy when a faculty member is being actively recruited to another institution. In this instance, the faculty member must meet all academic standards for outstanding performance, in addition to the retention issue.
2. In general, the Dean's office and CAP do not support requests for acceleration which are based on accomplishments from previous review periods. However, consideration will be given to accomplishments from the immediate prior cycle which were not achieved or received in time for consideration during the prior review cycle.

Note: The accomplishments listed above are not automatically associated with accelerated advancement. The accomplishments may support a request for accelerated advancement if the faculty member demonstrates outstanding achievement in all other criteria for their academic series.