

Academic Clinical Policies Reference Sheet

Clinical Associates Non Faculty Academics APM 350	Clinical Professors Volunteers APM 279	Health Sciences Clinical Professors Faculty APM 278	Clinical X Faculty APM 275
Definition			
<ul style="list-style-type: none"> Clinicians with no teaching responsibilities while employed at locations affiliated with UC (health system networks/private practices) Practice their discipline as employees of affiliated satellites/health system networks/other affiliated clinical entities 	Community volunteer clinicians with teaching responsibilities	Clinical with teaching, research/creative work, and service responsibilities paid by UC or an affiliated site	<ul style="list-style-type: none"> Predominant responsibilities are in teaching and clinical service, and who also engage in creative activities will typically carry a heavier load of teaching and/or clinical service than appointees in the other senate series
Search or Waiver Required?			
<ul style="list-style-type: none"> N/A (If appointee will hold concomitant staff appointment, must follow staff recruitment policy) 	<ul style="list-style-type: none"> N/A (If appointee will hold concomitant staff appointment, must follow staff recruitment policy) 	<ul style="list-style-type: none"> Yes, if paid by UCSF or formal affiliate (requires step) 	<ul style="list-style-type: none"> Yes
Responsibilities			
<ul style="list-style-type: none"> Patient care 	<ul style="list-style-type: none"> Teaching Patient care Clinical research (optional) Service (optional) 	<ul style="list-style-type: none"> Teaching Patient care Scholarly/creative activity Service 	<ul style="list-style-type: none"> Teaching Patient care Scholarly/creative activity Service
Full-time or Part-time			
N/A	N/A	Full-time or Part-time	Sole professional commitment is to the University
Term of Appointment and Reappointment			
<ul style="list-style-type: none"> Initial appt = 5 years Appt can be renewed in 5 year increments 	<ul style="list-style-type: none"> Initial appt = 5 years Appt can be renewed in 5 year increments Promotion after 10 years but not required (can happen sooner if requested) 	<ul style="list-style-type: none"> One year appointments 2-3 year review cycles depending on rank 	<ul style="list-style-type: none"> One year appointments 2-3 year review cycles depending on rank
Restrictions			
<ul style="list-style-type: none"> Ineligible for UC salary under this title Ineligible for transfer to a faculty title without competitive search No ranks Requires active employment with UC Health System satellite/network/community hospital; appointment ends when employment at satellite ends 	<ul style="list-style-type: none"> Ineligible for UC salary under this title Ineligible for transfer to a faculty title without competitive search Expires on end date May be terminated before end date 	<ul style="list-style-type: none"> UCSF does not follow 8-year limit for Asst / all other campuses do For appointees paid by Affiliate (WOS at UC or partially paid by UC) appointment ends when employment with affiliate ends 	Subject to 8-year limit for Assistant Professors of Clinical X
Salary			
Cannot receive pay under this title	<ul style="list-style-type: none"> Cannot receive pay under this title 	<ul style="list-style-type: none"> Paid by UC under this title Paid by Affiliate (WOS in this title) Unpaid (WOS) 	<ul style="list-style-type: none"> Paid by UC under this title Paid by Affiliate
Can Appointee Hold A Concurrent Paid Staff Appointment (e.g. MSP Physician)?			
<ul style="list-style-type: none"> Yes 	<ul style="list-style-type: none"> Yes (note: this is new; effective 7/1/18) 	<ul style="list-style-type: none"> Yes if HS Clinical appointment is WOS 	No

Academic Review Criteria

Clinical Associates Non Faculty Academics	Clinical Professors Volunteers	Health Sciences Clinical Professors Faculty APM 210-6	Clinical X Faculty APM 210-2
Review Criteria: OVERVIEW			
<ul style="list-style-type: none"> Affiliation with UC and/or UC Health System Recognition by employer and UC as achieving acceptable quality standards for clinical care based on employer's review Initial appointment with confirmation of appropriate license/credentials to practice in the field 	<ul style="list-style-type: none"> Excellence in clinical teaching (limited role interactions with trainees) Professional competence No expectation of scholarly/creative activity No expectation of service Must maintain med staff credentials or complete an attestation form for appt/re-appt 	<ul style="list-style-type: none"> Excellence in clinical teaching (role/interactions with trainees is extensive) Professional competence Research and/or creative activity (loosely defined; broadly applied) University and Public Service 	<ul style="list-style-type: none"> Excellence in clinical teaching (role/interactions with trainees is extensive) Professional competence Research and/or creative activity (must be disseminated) University and Public Service
Review Criteria: TEACHING			
<ul style="list-style-type: none"> Teaching should not be expected or required Minimal incidental teaching OK 	<ul style="list-style-type: none"> School/Dept determines minimum number of teaching hours (typically 40-50 hours per year) 	<ul style="list-style-type: none"> Number of hours required should be greater than for VCP 	<ul style="list-style-type: none"> Number of hours required should be greater than for VCP
Review Criteria: RESEARCH OR SCHOLARLY/CREATIVE ACTIVITY			
<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> No expectation of scholarly/creative activity 	<ul style="list-style-type: none"> Engage in scholarly or creative activities which derive from and support their primary responsibilities in clinical teaching and professional and service activities ¹ See footnote below for examples of creative activities provided by CAP. 	<ul style="list-style-type: none"> Contribution to knowledge and/or practice in the field. Must be disseminated, for example, in a body of publications, in teaching materials used in other institutions, or in improvements or innovations in professional practice which have been adopted elsewhere.
Approval Authority (Appointment/Re-Appointment)			
<ul style="list-style-type: none"> Department Chair and/or Dean - School decides 	<ul style="list-style-type: none"> Department Chair and/or Dean - School decides 	<ul style="list-style-type: none"> Follow our normal delegation of authority process for appointment/advancement 	<ul style="list-style-type: none"> Follow our normal delegation of authority process for appointment/advancement

¹ Evidence of creative activity for Health Sciences Clinical Professors may include, but is not limited to

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| <ul style="list-style-type: none"> Development of or contributions to educational curricula; Developing or presenting in lecture series or teaching seminars; Development of or contributions to community-oriented programs; | <ul style="list-style-type: none"> Development of or contributions to community outreach or information programs; Development of or contributions to administration (supervision) of a clinical service or health care facilities; Development of or contributions to administration training programs; | <ul style="list-style-type: none"> Development of or contributions to clinical guidelines or pathways; Development of or contributions to quality improvement programs; Development of or contributions to medical or other interdisciplinary information system; | <ul style="list-style-type: none"> Participation in the advancement of university professional practice programs; Participation in platform or poster presentations; Dissemination of clinical, QI, educational manuscripts; Evidence of active mentoring with learners and faculty at any academic level. |
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