

UCSF Specialist Series: Qualifications Requirements and Service Examples

Specialist Series - Degree and Qualifications Requirements by Rank

APM 330-11

Junior Specialist

- Appointees to the Junior rank should possess a baccalaureate degree (or equivalent degree) or equivalent research experience, e.g., with instrumentation and research equipment, software programs, social science research methods, humanities scholarship, or creative activities.

Assistant Specialist

- Appointees to the Assistant rank should possess a master's degree (or equivalent degree) or five years of experience demonstrating expertise in the relevant specialization.

Associate Specialist

- Appointees to the Associate rank should possess a master's degree (or equivalent degree) or five to ten years of experience demonstrating expertise in the relevant specialization. Associate Specialists are normally expected to have a record of academic accomplishments, including contributions to published or in-press research in the field and a demonstrated record of University and/or public service.

Full Specialist

- Appointees to the Full Specialist rank should possess a terminal degree (or equivalent degree) or ten or more years of experience demonstrating expertise in the relevant specialization. Specialists at full rank are normally expected to have a significant record of academic accomplishments, including contributions to published or in-press research in the field, professional recognition in the field, and a demonstrated record of University and/or public service.

Examples of University and Public Service Expectations: Specialist Series

PLEASE NOTE: This is not an exhaustive list. The purpose of this appendix is to provide a potential list of service examples that might be relevant to Specialists, pending adoption by the Schools.

For Specialists paid 100% from grants, University service should be consistent with their research endeavors.

Department/School/Campus/Hospital

- Representative, Chancellor's Advisory Committee on Academic Diversity
- Peer reviewer for grants written by fellow lab members
- Member, Office of Environmental Health & Safety User Advisory Committee
- Leader, Waste Disposal Guidelines Poster Development Committee
- Emergency floor warden
- Member, Planning Committee for the Remodeling of the laboratory hoods in Genentech Hall to improve energy efficiency
- Member, Search Committee for the Department of (---)
- Member, Lab Safety Manual Development Committee
- Member, Taskforce to (i.e., improve processes and efficiencies in the lab)
- Member, Ad hoc committee for (---)
- Chair, Organic Mass Spectrometry Committee
- Member of a group of lab managers who helped test new purchasing systems and provide feedback to the Administration on lab-related issues
- Volunteer Trainer / Lab Mentor, provides informal training and guidance to researchers and staff in the lab
- Volunteer teacher, tutor, providing teaching to students in the community (e.g. science programs K-12)

Professional

- Executive Secretary, Society of (---)
- Participant, American Heart Association Panel on Role of Cost-Effectiveness in Clinical Practice Guidelines

- Participant, National Cancer Institute Panel on Health Care Cost
- Secretary, Material Research Society
- Representative, American Society for Human Genetics

UC/System-wide

- Member, System-wide Committee on the Status of Women

Community

- Volunteer, Educational Program on Mobile Microscopy, California Academy of Sciences
- Volunteer, Berkeley Women's Health Collective
- Volunteer, La Clinica de la Raza Latino Health Fair, Oakland
- Board of Directors, Early Head Start Health Services Advisory Committee
- Board Member, Asthma Task Force, City & County of San Francisco
- Volunteer, San Francisco Food Bank
- Volunteer, SFGH Emergency Department