

Good morning, everyone. I would like to welcome you all to this special Spring edition of Faculty Development Day 2025.

My name is Marianne Juarez. I am an associate professor in the Department of Emergency Medicine and the proud Chair of this year's Faculty Development Day planning committee.

We have a fantastic program today, beginning with *Faculty Advancement and Promotion*, followed by *Faculty Compensation*, and finally *Tips for Faculty Success from Departmental Leaders*.

Before we jump into our sessions, I'd like to take a moment to acknowledge and thank all our speakers and panelists, for taking time out of their busy schedules to share their valuable experience, wisdom, recommendations and advice in helping all of us better navigate what can often feel like a very confusing, nuanced and complicated academic system.

Today, we'll hear from a diverse pool of UCSF leaders, including department chairs and chiefs representing a wide array of series and schools, working to answer any questions you all may have along the way.

Speaking of you, THANK YOU. We are so excited to have you all joining us today and for taking time out of your busy schedules, because today really is all about you.

So, who are you?

Registered, today, we have over 200 participants! The majority of folks are from the school of medicine, at the assistant level, in the HS-clinical series. We also have representation from the schools of dentistry, nursing and pharmacy; with clinical instructors, associate and full professors, and even a few post-docs thrown in. We have folks from the Ladder, In-Residence, Clin-X, and Adjunct series and a few folks who aren't quite sure which series they belong to - which sounds a lot like how I spent the first several years of my career!

If that is you, all the more reason to hang out with us today as we learn more about these various series and maybe even take away a few pearls on how we can each advance and succeed in our own roles and departments, whatever they may be.

For anyone who may have joined us in the past, you'll notice a slight change this year with the timing and breakdown of our Faculty Development Day programming. Based on participant feedback, we've made the decision to split our content up over 2 separate sessions - the first being today, with our virtual webinar sessions, and the second session coming this Fall, August 26th and 27th, which will consist of an In-Person Networking and Resource fair on the Mission Bay campus, followed by a half day of virtual work-shops offering tools, tips and advice focusing on medical educator, clinician, basic and translational science paths as well as a session for our mid-career faculty transitioning into the later stages of their careers. Registration for the Fall session will open this week and we hope you'll be able to join us again.

We really do value your input, so please take a few moments at the end of the day to complete the feedback forms and let us know how we might continue to improve these sessions for you.

And finally, I would like to give an extra special thank you to our planning committee, without whom today would not be possible.

Thank you to Drs. Tony Ding, Mel Heyman, Sanjay Reddy, Javay Ross, Aparna Sundaram, to Brian Alldredge, our Vice Provost of Academic Affairs, and last but certainly not least, Abby Draper and Irené Merry who are the true backbone of this group. Pretty much everything you'll see and hear today is because of all the hard work and dedication they've put into this year's program.

Again, we hope you enjoy the day, please ask questions, and please give us feedback, we really appreciate it!

With that, I'd like to turn things over to Brian Alldredge who will get us started with our session on Faculty Advancement and Promotion.”