

UCSD DEPARTMENT OF PEDIATRICS-ACADEMIC ADVANCEMENT GUIDELINES

HS CLINICAL ASSISTANT PROFESSOR SERIES

The purpose of this document is to provide direction to faculty members for their academic files. The examples below are by no means exhaustive. A minimum of one point in each category is required for advancement. A total of 4 points is required to achieve merit advancement. A total of 8 points is required for promotion to the Associate rank. To qualify for an accelerated advancement, the faculty member must demonstrate four years' worth of accomplishments in two years. Examples from higher ranks can also be applied. **It is important to recognize that 0-3 points will be assigned according to the Review and Appraisal Committee's judgment/evaluation of the significance and quality of the activity using the document as a guide.**

The professional accomplishments of HS Clinical faculty can be broad in their contribution to the mission of the Department of Pediatrics and Rady Children's Hospital. It is expected that all HS Clinical faculty make significant contributions to clinical care, teaching, community service, scholarly activity and diversity. The evaluation for merit advancement and promotion is dependent on the meaningful contribution of faculty to each of these areas. All HS Clinical faculty must have contributions from all areas, but the committee recognizes that contributions in some areas may be larger than others.

Criteria: Professional Competency/Clinical Activity (0-3 points)	
Description: HS Clinical faculty members typically spend at least 50% of their time in clinical activity.	
Merit	Promotion
<ul style="list-style-type: none"> Clinical excellence Patient satisfaction Responsiveness to peers for consults Engage in quality improvement activities Meet performance target as defined by you and your Division Chief 	In addition to the criteria for a Merit: <ul style="list-style-type: none"> Expanded breadth of clinical responsibilities Participation in clinical and/or professional groups Serve as clinical consultant to faculty or members of the community Build a reputation in an area outside the institution at the local level

Criteria: Teaching (0-3 points)	
Description: Primary teaching credits will be given only for teaching students, residents, and/or fellows. Teaching credits for allied health professionals including: nurses, pulmonary therapists, or other allied health care providers are recognized and should also be included in the file. However, they may not replace the requirement for teaching UCSD students, residents, and/or fellows. Teaching evaluations from a minimum of 10 trainees per year are required.	
Merit	Promotion
<ul style="list-style-type: none"> At least average teaching evaluations Serve as a mentor for a student, resident, or fellow Participate as a speaker in educational sessions for students of the School of Medicine or School of Pharmacy 	In addition to the criteria for a Merit: <ul style="list-style-type: none"> Above average teaching evaluations Expanded breadth of teaching responsibilities Participation in education professional groups Serve as a teaching or education consultant to faculty or members of the community

Criteria: University and Public Service (0-3 points)	
Description: University service includes UCSD or Rady service.	
Merit	Promotion
<ul style="list-style-type: none"> Serve on a UCSD or RCHSD Committee or Initiative Serve on a hospital Data Safety Monitoring Board Engage in community service to benefit children (camp for children with a medical condition, serve on a board of an organization, actively participate in a health fair) Serve as a reviewer of an academic journal 	In addition to the criteria for a Merit: <ul style="list-style-type: none"> Expanded responsibilities while serving on UCSD or RCHSD committees Participation in University/RCHSD committees

Criteria: Scholarly/Creative Activity (0-3 points)**Description:** Creative work is expected to result in a product. Each product should be included in the file.

Merit	Promotion
<ul style="list-style-type: none">• Author a peer-reviewed original article• Author a book chapter, review article, case report, or publication of educational materials• Participation in research projects<ul style="list-style-type: none">• Results in a product (abstract, platform or oral presentations)• Serve as principal-, sub- or co-investigator in patient-oriented research with a minimum role of at least 2 of the following: active recruitment, consenting, design, data analysis• Quality improvement<ul style="list-style-type: none">• Create instructional tools for teaching patients (e.g. newsletter, disease management handouts)• Institution and study of systems designed to improve clinical care• Development and institution of evidence-based patient safety algorithms, patient care algorithms or clinical guidelines with measurable benefits• Develop educational material for a professional society• Develop, implement, and disseminate a curriculum (including evaluation measures) outside of normal student population for use in local, regional, or national programs	<p>In addition to the criteria for a Merit:</p> <ul style="list-style-type: none">• Activities/projects need to be continuous and show a steady progression over the course of time at the Assistant rank

UCSD DEPARTMENT OF PEDIATRICS-ACADEMIC ADVANCEMENT GUIDELINES
(HS) CLINICAL ASSOCIATE PROFESSOR SERIES

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The professional accomplishments of HS Clinical faculty can be broad in their contribution to the mission of the Department of Pediatrics and Rady Children's Hospital. It is expected that all HS Clinical faculty make significant contributions to clinical care, teaching, community service, scholarly activity and diversity. The evaluation for merit advancement and promotion is dependent on the meaningful contribution of faculty to each of these areas. All HS Clinical faculty must have contributions from all areas, but the committee recognizes that contributions in some areas may be larger than others.

Criteria: Professional Competency/Clinical Activity (0-3 points) Description: HS Clinical faculty members typically spend at least 50% of their time in clinical activity.	
Merit	Promotion
<ul style="list-style-type: none"> • Clinical excellence • Patient satisfaction • Responsiveness to peers for consults • Lead quality improvement activities and disseminate successful models of care as part of a team • Meet performance target as defined by you and your Division Chief 	In addition to the criteria for a Merit: <ul style="list-style-type: none"> • Demonstrate superior clinical skills by: <ul style="list-style-type: none"> ○ Building a reputation in an area outside the institution at the local or state-wide level ○ Serving as a clinical consultant to faculty or members of the community • Participation on a regional or national society • Notable entity work on clinical guidelines or protocols
Criteria: Teaching (0-3 points) Description: Primary teaching credits will be given only for teaching students, residents, and/or fellows. Teaching credits for allied health professionals including: nurses, pulmonary therapists, or other allied health care providers are recognized and should also be included in the file. However, they may not replace the requirement for teaching UCSD students, residents, and/or fellows. Teaching evaluations from a minimum of 10 trainees per year are required.	
Merit	Promotion
<ul style="list-style-type: none"> • Above average teaching evaluations • Teach in School of Medicine courses (e.g. Clinical Foundations course, Group Objective Structured Clinical Exam (GOSCE) component, SOM 401) • Develop a curriculum (including evaluation measures) • Serve as a mentor for a student, resident, or fellow • Participate as a speaker in educational sessions for students of the School of Medicine or School of Pharmacy • Participate as a speaker in a CME course or core GME trainee lecture series 	In addition to the criteria for a Merit: <ul style="list-style-type: none"> • Excellent teaching evaluations • Expanded breadth of teaching responsibilities • Participation in education professional groups • Serve as a teaching or education consultant to faculty or members of the community • Demonstrate superior teaching skills via requests for participation in local, regional, national, or international society • Notable entity work on curriculum development or other educational activities related to the field of expertise
Criteria: University and Public Service (0-3 points) Description: University service includes UCSD or Rady service.	
Merit	Promotion
<ul style="list-style-type: none"> • Serve on a UCSD or RCHSD Committee or Initiative • Serve on a hospital Data Safety Monitoring Board • Participate in medical education leadership activities offered by AAP, APA, HRSA • Lead a health promotion service initiative (contract from state, county, or foundation) • Serve on a committee or leadership team of a regional or national professional organization (AAP, APA, etc.) • Engage in community service to benefit children (camp for children with a medical condition, serve on a board of an organization, actively participate in a health fair) • Serve as a reviewer of an academic journal 	In addition to the criteria for a Merit: <ul style="list-style-type: none"> • Expanded responsibilities while serving on UCSD or RCHSD committees • Significant participation while serving on UCSD or RCHSD committees • Notable entity work related to service and leadership aspects of field of expertise

Criteria: Scholarly/Creative Activity (0-3 points)**Description:** Creative work is expected to result in a product. Each product should be included in the file.**Merit**

- Author a peer-reviewed original article
- Author a book chapter, review article, case report, or publication of educational materials
- Participation in research projects
 - Results in a product (abstract, platform or oral presentations)
 - Serve as principal, sub- or co-investigator in patient-oriented research with a minimum role of at least 2 of the following: active recruitment, consenting, design, data analysis
- Quality improvement
 - Create instructional tools for teaching patients (e.g. newsletter, disease management handouts)
 - Institution and study of systems designed to improve clinical care
 - Development and institution of evidence-based patient safety algorithms, patient care algorithms or clinical guidelines with measurable benefits
- Develop educational material for a professional society
- Develop, implement, and disseminate a curriculum (including evaluation measures) outside of normal student population for use in local, regional, or national programs

Promotion

In addition to the criteria for a Merit:

- Activities/projects need to be continuous and show a steady progression over the course of time at the Associate rank

UCSD DEPARTMENT OF PEDIATRICS-ACADEMIC ADVANCEMENT GUIDELINES
HS CLINICAL FULL PROFESSOR SERIES

The purpose of this document is to provide direction to faculty members for their academic files. The examples are by no means exhaustive. A minimum of one point in each category is required for advancement. A total of 4 points is required to achieve merit advancement. To qualify for an accelerated advancement, the faculty member must demonstrate six years' worth of accomplishments in three years. **It is important to recognize that 0-3 points will be assigned according to the Review and Appraisal Committee's judgment/evaluation of the significance and quality of the activity using the document as a guide.**

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<p>Criteria: Professional Competency/Clinical Activity (0-3 points) Description: HS Clinical faculty members typically spend at least 50% of their time in clinical activity.</p>
Merit
<ul style="list-style-type: none"> • Clinical excellence • Patient satisfaction • Responsiveness to peers for consults • Lead quality improvement activities and disseminate successful models of care individually or as part of a team • Serve as Director of a clinical program • Maintain a reputation in an area outside the institution at the local, state-wide, and national level • Meet performance target as defined by you and your Division Chief
<p>Criteria: Teaching (0-3 points) Description: Primary teaching credits will be given only for teaching students, residents, and/or fellows. Teaching credits for allied health professionals including: nurses, pulmonary therapists, or other allied health care providers are recognized and should also be included in the file; however, they may not replace the requirement for teaching UCSD students, residents, and/or fellows. Teaching evaluations from a minimum of 10 trainees per year are required.</p>
Merit
<ul style="list-style-type: none"> • Excellent teaching evaluations • Teach in School of Medicine courses (e.g. Clinical Foundations course, Group Objective Structured Clinical Exam (GOSCE) component, SOM 401) • Develop and implement a curriculum (including evaluation measures) for use in programs • Serve as a mentor for a student, resident, or fellow • Participate as a speaker in educational sessions for students of the School of Medicine or School of Pharmacy • Create and implement educational sessions for students of the School of Medicine or School of Pharmacy • Participate as a speaker in a CME course or core GME trainee lecture series
<p>Criteria: University and Public Service (0-3 points) Description: University service includes UCSD or Rady service.</p>
Merit
<ul style="list-style-type: none"> • Serve on a UCSD or RCHSD Committee or Initiative • Serve on a hospital Data Safety Monitoring Board • Serve as Chair of an ISP committee • Serve as Director of a clinical program (if not already counted as Clinical Activity) • Participate in medical education leadership activities offered by AAP, APA, HRSA • Lead a health promotion service initiative (contract from state, county, or foundation) • Serve on a committee or leadership team of a regional or national professional organization (AAP, APA, etc.) • Engage in community service to benefit children (camp for children with a medical condition, serve on a board of an organization, actively participate in a health fair) • Serve as a reviewer of an academic journal

Criteria: Scholarly/Creative Activity (0-3 points)**Description:** Creative work is expected to result in a product. Each product should be included in the file.**Merit**

- Author a peer-reviewed original article
- Author a book chapter, review article, case report, or publication of educational materials
- Participation in research projects
 - Results in a product (abstract, platform or oral presentations)
 - Serve as principal-, sub- or co-investigator in patient-oriented research with a minimum role of at least 2 of the following: active recruitment, consenting, design, data analysis
- Quality improvement
 - Create instructional tools for teaching patients (e.g. newsletter, disease management handouts)
 - Institution and study of systems designed to improve clinical care
 - Development and institution of evidence-based patient safety algorithms, patient care algorithms or clinical guidelines with measurable benefits
- Develop educational material for a professional society
- Develop, implement, and disseminate a curriculum (including evaluation measures) outside of normal student population for use in local, regional, or national programs