

UCSD Department of Pediatrics

Academic Advancement Guidelines - Ladder/In Residence/Clinical X Series

The purpose of this document is to provide direction to reviewers of academic files. The guidelines are by no means exhaustive. Each file should be reviewed in its entirety and accomplishments judged by their significance and quality.

Criteria	Merit	Acceleration
Teaching	Active participation in teaching of formal/classroom courses and/or bedside teaching Mentoring of students Above average teaching evaluations	Development of teaching curriculum or course Teaching award(s) Superlative teaching evaluations
Research	3 - 4* original publications per year, one of which must be first or senior authored (e.g., 9 -12 articles for 3 year review cycle, 3 - 4 of which candidate appears as 1st or senior author Independent funding sources PI of at least one grant One major funding source Occasional lecturer at symposia and conferences	6 -8* original publications per year, one of which must be first or senior authored (e.g., 9 -12 articles for 3 year review cycle, 3 - 4 of which candidate appears as 1st or senior author Several major grants Multi-million dollar grants Awards of distinction Frequent national and international lecturer at major conferences and universities Organizer of national conferences
Professional Competency and Activity (Clinical)	Execution of clinical duties	Formal recognition/distinction in performance of clinical duties Development of new clinical programs
University & Public Service	Active participation in department, University and/or hospital committees and/or quality improvement projects Journal reviewer/editor Membership in medical/research associations	High level administrative position and responsibilities, e.g., Division Chair, Director of Fellowship Program Editorial board member Membership or induction to medical/field associations applicable to field

* Reviewers should consider quality and impact of publications.