


# Accelerated Advancement Guidelines

Spring 2022

# Accelerated advancement

- Useful way to recognize faculty who make *exceptional contributions* to the academic mission
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- Work exceeding departmental expectations and expectation of faculty member's academic series in:
    - teaching and mentoring
    - research
    - creative activities
    - professional competence
    - University and public service

# Triggers for Proposed One-year Accelerated Advancement - 1

## National and International Honors

- Nobel Prize
- Lasker Award
- Election to prestigious groups: National Academy of Medicine, National Academy of Science, American Society for Clinical Investigation, Association of American Professors, Fellow to American Academy for the Advancement of Science, American Academy of Arts and Sciences
- Howard Hughes Investigator appointment
- Service award, national diversity award, or similar honor from a national professional society -- highest honor bestowed by that society and is awarded to only one person each year

# Triggers for Proposed One-year Accelerated Advancement - 2

## UCSF Awards and Honors

- Holly Smith Award for University Service
- UCSF Lifetime Mentoring Award
- UCSF Academic Senate Distinction in Teaching Award
- UCSF Academic Senate Distinction in Mentoring Award
- Election into Academy of Medical Educators
- Receipt of Exceptional Physician Award from UCSF Health or other UCSF-affiliated health system

# Triggers for Proposed One-year Accelerated Advancement - 3

## UCSF Service (completion of 3-year term)

- SOM Admissions Committee (high-intensity role)
- Committee on Human Research
- Committee on Animal Research
- Committee on Academic Personnel

## Department of Surgery Leadership Position (new appt)

- Division Chief
- Vice Chair in the Department

# Exceptional Performance but not Automatic Trigger : M+P must deliberate -1

## Education

- Development/dissemination of substantial and innovative new educational program that had impact on students or trainees **and** faculty member played the lead role in conceiving and implementing

## Research

- PI of a very large, prestigious, and highly competitive grant representing achievement ***beyond expected for advancement within academic series***
- Sustained performance in research that goes well beyond that expected of excellent UCSF faculty members at that career stage

### Examples:

- PI on multiple RO1s (or equivalent) over 3-year period **with** strong publication record
- first or senior author on multiple publications in high impact journals in past 3 years **with** a strong track record in external funding

# Exceptional Performance but not Automatic Trigger : M+P must deliberate -2

## Public and University Service

- Development or leadership of program that had substantial and sustained impact on community's health and well-being, where faculty member has lead role in conceiving and implementing
- Exceptional performance in diversity, equity and inclusion in University, School, and/or Department (generally associated with a ***leadership role and unusual innovation***, impact, and/or scholarship)

## Clinical

- ***Development, leadership, and dissemination*** of a substantial, high impact, and nationally innovative new clinical program, where faculty member played the lead role in conceiving and implementing the program

# Special Considerations

- Faculty member must meet departmental criteria for advancement in *all other* categories of evaluation relevant to his/her series, **and** have no significant concerns related to professionalism.
- Retention not automatic grounds for an acceleration, but acceleration may be useful retention tool when a faculty member meets criteria
- Encourage nominating/self-nominating female and UIM faculty members who meet criteria