

Accelerated Advancement Criteria, UCSF Department of Medicine

Accelerated advancement may be a useful way to recognize faculty members who have made *exceptional* contributions to UCSF's academic mission. Exceptional contributions are defined as work that exceeds departmental expectations and the expectation of the faculty member's academic series in one or more of the following categories: teaching and mentoring, research and/or creative activities, professional competence, and university and public service.

Given that UCSF and the DOM expect outstanding achievement from all its faculty, it can be challenging to define *exceptional* achievement. This makes the acceleration process vulnerable to a variety of biases – both at the level of the division chief (e.g., some chiefs being more likely to seek accelerations than others) and at the level of faculty (e.g., rewarding faculty who request accelerated advancement).

Moreover, the COVID-19 pandemic has created a need for many faculty members to assume unprecedented roles, and dozens have done so with distinction. However, in the absence of formal guidelines related to COVID-19, requests for accelerated advancement for COVID-related roles may also be subject to bias and unwarranted variation.

This 2021 revision of the DOM acceleration criteria adds more categories for *proposed acceleration* (which should decrease the opportunity for biased nominations or decisions regarding accelerations), and provides examples to guide acceleration decisions in those areas in which the proposed acceleration is based on exceptional performance. The DOM will continue to review data on accelerations to ensure that the system is a fair, transparent way of rewarding DOM faculty who are performing exceptionally well.

MAJOR MILESTONES THAT CAN TRIGGER A PROPOSED ONE-YEAR ACCELERATED ADVANCEMENT IN DOM

National and International Honors

- Election to the National Academy of Medicine
- Election to the National Academy of Science
- Election to the American Society for Clinical Investigation
- Election to the Association of American Professors
- Election to the American Academy of Arts and Sciences
- Election as a Fellow to the American Academy for the Advancement of Science
- Lasker Prize
- Appointment as a Howard Hughes Investigator
- Receipt by the faculty member of a national service award, national diversity award, or similar honor from a national professional society that represents the highest honor bestowed by that society and is awarded to only one person each year.

UCSF Awards and Honors

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

UCSF Service

- SOM Admissions Executive Committee (completion of 3-year term of service on the high-intensity, time-intensive admissions committee)
- Committee on Human Research (completion of 3-year term of service)
- Committee on Animal Research (completion of 3-year term of service)
- Committee on Academic Personnel (completion of 3-year term of service)

Department of Medicine Leadership Position

- New appointment as a DOM Division Chief
- New appointment as an Associate or Vice Chair in the Department of Medicine

Note: These criteria should not be considered triggers for “automatic acceleration.” That said, the EPC will review nominations of individuals who meet these criteria with the presumption that they will be deemed to be evidence of exceptional achievement and that acceleration will be approved if the faculty member is in good standing and meets all other criteria for their series.

OTHER EXCEPTIONAL PERFORMANCE MILESTONES THAT ARE CONSIDERED FOR PROPOSED ONE-YEAR ACCELERATED ADVANCEMENT IN DOM

Outside of the criteria listed above, faculty may be considered for accelerated advancement if they have demonstrated a sustained level of exceptional achievement (since the last academic advancement) in one or more of the categories listed below (i.e., exceptional teaching or mentoring evaluations or awards, research or creative activities, or service to the University and/or the public that exceeds expectations for the individual’s academic series). The bulleted examples are meant to *represent the type of achievement* that will lead to strong consideration for acceleration. The EPC reviews these nominations to decide if they do represent exceptional achievement.

Clinical

- Development, leadership, and dissemination of a substantial and innovative new clinical program, where the faculty member played the lead role in conceiving and implementing the program
- Exceptional performance in the setting of sustained crisis (e.g., COVID-19 pandemic*)

Education

- Development and dissemination of a substantial and innovative new educational program that has had an impact on students or trainees, where the faculty member played the lead role in conceiving and implementing the program

Research

- PI of a very large, prestigious, and highly competitive grant representing achievement beyond that expected for advancement within the individual's academic series.
- Sustained performance in research that goes well beyond that expected of excellent UCSF faculty members at that career stage
 - Examples might be being PI on three RO1s (or equivalent) over a three-year period, plus a strong publication record; or being first or senior author on multiple publications in high impact journals in the past three years, coupled with a strong track record in external funding

Public and University Service

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

Important Notes

1. In addition to achieving exceptional performance in at least one category, the faculty member who is being considered for accelerated advancement 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.
2. Retention, in and of itself, does not represent a milestone that would be the basis for an acceleration. Acceleration may be considered when a faculty member who is being recruited to an outside institution meets criteria in one of the above categories.
3. The Dean's office and CAP do not support accelerations based on past performance (accomplishments outside of the review period). However, the committee will consider such prior work in a holistic review of a faculty member's current performance (i.e., an educator who was inducted into the AME several years ago and is continuing to perform exceptionally well as an educator, with a substantial track record of innovation, will be considered for acceleration).
4. Division chiefs are encouraged to consider all those who meet the criteria, especially female and UIM faculty members.

*** CONSIDERATION FOR ACCELERATIONS BASED ON COVID-19-RELATED ACCOMPLISHMENTS**

Faculty considered for acceleration based on Covid-related activities should meet *all* of the following criteria:

- The contribution required extraordinary leadership and/or innovation upon which many others (faculty, trainees or staff) were dependent.
- The contribution had a substantial impact on enhancing or sustaining clinical care, education, research or community health/well-being.
- The contribution was above and beyond usual responsibilities and not simply a substitute for other responsibilities.
- The contribution was sustained over time (e.g., for six months or more).
- As with other criteria for accelerated advancement, the faculty member's performance in all other categories relevant to their series meets the criteria for advancement.