



# UC San Diego

## Policy & Procedure Manual

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### PERSONNEL-ACADEMIC

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### GUIDELINES FOR THE HEALTH SCIENCES CLINICAL PROFESSOR SERIES

These guidelines are intended to provide additional, detailed information on the Health Sciences Clinical Professor series at UC San Diego to assist in the evaluation of the appropriateness of appointment to and advancement within this series.

The guidelines also are intended to provide information on the distinctions between this series and the Professor of Clinical X series.

It should be noted that the diversity of talents and accomplishments required in the Health Sciences Clinical Professor Series are such that the criteria for appointment and advancement must be applied with some degree of flexibility. These guidelines create a better understanding of the series at UC San Diego and the flexible application of the series criteria.

#### Criteria and Methods of Evaluation for Appointment and Advancement

The four criteria for appointment and advancement in the Professor (Ladder-Rank) series at UC San Diego are:

1. Performance in teaching
2. Scholarly and creative accomplishments
3. Professional (clinical) competence and activity (patient care)
4. University and public service

However, the combined demands of teaching, research, patient care and community service are such that it is unrealistic to expect that all faculty members in a clinical department can excel in each of these endeavors.

Faculty in the Health Sciences Clinical Professor series are appointed for the primary purpose of filling roles in patient care services and in the clinical teaching programs. These functions should be identified and documented by the department in preparing the candidate's file for review.

The criteria and the frequency of review in judging candidates for appointment or advancement in this series are the same as those specified for the Professor (Ladder-Rank) series, except that each of the criteria must be appropriately weighted to take into account the primary emphasis on direct patient care services and clinical teaching activities.

Documentation should be compiled as for other academic series, including documentation of teaching and clinical performance as described in the Professor of Clinical X series criteria.

The Health Sciences Clinical Professor series should not be regarded as an escape or contingency appointment for faculty in other series who fail to receive promotion.

Professional competence and activity generally focus on the quality of patient care. A doctoral degree in a clinical discipline, as well as a demonstrated distinction in the special competencies appropriate to the

field and its characteristic activities, is a criterion for appointment. The candidate should also demonstrate evidence of achievement, leadership, or progress in the development or utilization of new approaches and techniques for the solution of professional problems.

Although it need not be as extensive as that required for the other professorial series (e.g., Clinical X), some evidence of scholarly or creative activity appropriate to the clinical discipline, as determined by the individual department, is expected in this series at UC San Diego. Scholarly activities such as participation in collaborative research, publications in the medical literature (e.g., case reports, book chapters, reviews, letters to the editor), published articles for the lay population (e.g., newsletters, newspapers, magazines) presentations at scholarly meetings or continuing education courses are desirable and should be encouraged. Development of innovative clinical procedures, teaching methods, new courses, clinical guidelines, and instructional materials for teaching patients should also be recognized as creative accomplishment.

**Health Sciences Assistant Clinical Professor:**

For an initial appointment to the Health Sciences Assistant Clinical Professor rank, the departmental recommendation letter should describe the candidate's present position and the likelihood that the candidate will be a competent teacher and develop an excellent professional practice.

For appointment as Health Sciences Assistant Clinical Professor, Step I or II, the candidate should:

1. have high-quality postgraduate clinical training providing eligibility for one of the medical specialty boards (a minimum of three years Post M.D.) or equivalent achievement and recognition.
2. demonstrate teaching ability or have clear potential as a clinical teacher; and
3. demonstrate clinical ability of high quality commensurate with his or her experience in a branch of medicine.

For appointment at a Step III or above, the candidate must also:

4. be board eligible in the specialty appropriate to the clinical care and teaching activities, or have appropriate equivalent recognition;
5. demonstrate ability as a clinical teacher; and
6. demonstrate continuing achievement in clinical care and teaching.

**Health Sciences Associate Clinical Professor:**

In addition to proven competence in teaching, a candidate for appointment to the rank of Health Sciences Associate Clinical Professor should demonstrate evidence of excellence in professional practice. Such evidence may include, but is not limited to, evaluations that demonstrate:

- provision of high-quality patient care;
- a high level of competence in a clinical specialty;
- expanded breadth of clinical responsibilities;
- significant participation in the activities of clinical and/or professional groups;
- effective development, expansion, or administration of a clinical service;
- recognition or certification by a professional group; or

- evidence of scholarly or creative activities appropriate to this series.

Further, the candidate must:

1. be certified by one of the medical specialty boards, or demonstrate equivalent achievement and recognition;
2. be recognized as a consistently effective clinical teacher by undergraduate, graduate, or postgraduate students and by faculty;
3. have excellent clinical skills and abilities and apply them in the management of clinical problems, as evidenced by the opinion of the faculty, house staff and appropriate professional groups;
4. serve effectively as a clinical consultant to house staff, faculty, and members of the community; and
5. actively and effectively participate in the affairs of professional organizations, UC San Diego Medical Center or VASDHS committees, School of Medicine or Pharmacy committees, University and administrative committees, and community programs.

### **Health Sciences Clinical Professor**

A candidate for appointment to the rank of Health Sciences Clinical Professor should satisfy the above qualifications for Health Sciences Associate Clinical Professor. In addition, the candidate must:

1. demonstrate superior clinical teaching;
2. demonstrate superior clinical skills and abilities; and
3. provide documentation that his or her clinical service and/or teaching are of great importance to the academic or health care missions of the University.

Transfer of faculty from one series to another, especially from the regular professorial series to the Health Sciences Clinical Professor series, should occur only in exceptional cases. Requests for such transfers must carefully document the specific achievements and future responsibilities in clinical care and teaching that qualify the candidate for such a transfer.

Faculty who demonstrate sustained, substantial scholarship that has an impact beyond UC San Diego should be considered for transfer to the Professor of Clinical X series. Examples of sustained, substantial scholarship include, but are not limited to, development of new diagnostic or therapeutic approaches and procedures that have been adopted regionally or nationally, publication of clinical case studies, creative design of teaching materials or textbooks used regionally or nationally, active participation in collaborative and joint research programs, or demonstrated effectiveness in establishing and supervising major teaching or clinical service programs, development of innovative health care programs that have had regional or national impact, or development of innovative computer software.

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