

Academic Clinical Policies Reference Sheet

Clinical Associates Non Faculty Academics APM 350	Clinical Professors Volunteers APM 279	Health Sciences Clinical Professors Faculty APM 278	Clinical X Faculty APM 275
Definition			
- Clinicians with no teaching responsibilities while employed at locations affiliated with UC (health system networks/private practices) - Practice their discipline as employees of affiliated satellites/health system networks/other affiliated clinical entities	Community volunteer clinicians with teaching responsibilities	Clinical with teaching, research/creative work, and service responsibilities paid by UC or an affiliated site	- Predominant responsibilities are in teaching and clinical service, and who also engage in creative activities - will typically carry a heavier load of teaching and/or clinical service than appointees in the other senate series
Search or Waiver Required?			
N/A (If appointee will hold concomitant staff appointment, must follow staff recruitment policy)	N/A (If appointee will hold concomitant staff appointment, must follow staff recruitment policy)	Yes, if paid by UCSF or formal affiliate (requires step)	Yes
Responsibilities			
Patient care	- Teaching - Patient care - Clinical research (optional) - Service (optional)	- Teaching - Patient care - Scholarly/creative activity - Service	- Teaching - Patient care - Scholarly/creative activity - Service
Full-time or Part-time			
N/A	N/A	Full-time or Part-time	Sole professional commitment is to the University
Term of Appointment and Reappointment			
- Initial appt = 5 years - Appt can be renewed in 5 year increments	- Initial appt = 5 years - Appt can be renewed in 5 year increments - Promotion after 10 years but not required (can happen sooner if requested)	- One year appointments 2-3 year review cycles depending on rank	- One year appointments 2-3 year review cycles depending on rank
Restrictions			
- Ineligible for UC salary under this title - Ineligible for transfer to a faculty title without competitive search - No ranks - Requires active employment with UC Health System satellite/network/community hospital; appointment ends when employment at satellite ends	- Ineligible for UC salary under this title - Ineligible for transfer to a faculty title without competitive search - Expires on end date - May be terminated before end date	- UCSF does not follow 8-year limit for Asst / all other campuses do - For appointees paid by Affiliate (WOS at UC or partially paid by UC) appointment ends when employment with affiliate ends	Subject to 8-year limit for Assistant Professors of Clinical X
Salary			
Cannot receive pay under this title	Cannot receive pay under this title	- Paid by UC under this title - Paid by Affiliate (WOS in this title) - Unpaid (WOS)	- Paid by UC under this title - Paid by Affiliate
Can Appointee Hold A Concurrent Paid Staff Appointment (e.g. MSP Physician)?			
Yes	Yes (note: this is new; effective 7/1/18)	Yes if HS Clinical appointment is WOS	No

Academic Review Criteria

Clinical Associates Non Faculty Academics	Clinical Professors Volunteers	Health Sciences Clinical Professors Faculty APM 210-6	Clinical X Faculty APM 210-2
Review Criteria: OVERVIEW			
- Affiliation with UC and/or UC Health System - Recognition by employer and UC as achieving acceptable quality standards for clinical care based on employer's review - Initial appointment with confirmation of appropriate license/credentials to practice in the field	- Excellence in clinical teaching (limited role interactions with trainees) - Professional competence - No expectation of scholarly/creative activity - No expectation of service - Must maintain med staff credentials or complete an attestation form for appt/re-appt	- Excellence in clinical teaching (role/interactions with trainees is extensive) - Professional competence - Research and/or creative activity (loosely defined; broadly applied) - University and Public Service	- Excellence in clinical teaching (role/interactions with trainees is extensive) - Professional competence - Research and/or creative activity (must be disseminated) - University and Public Service
Review Criteria: TEACHING			
- Teaching should not be expected or required - Minimal incidental teaching OK	School/Dept determines minimum number of teaching hours (typically 40-50 hours per year)	Number of hours required should be greater than for VCP	Number of hours required should be greater than for VCP
Review Criteria: RESEARCH OR SCHOLARLY/CREATIVE ACTIVITY			
N/A	No expectation of scholarly/creative activity	- Engage in scholarly or creative activities which derive from and support their primary responsibilities in clinical teaching and professional and service activities ¹ See footnote below for examples of creative activities provided by CAP.	- Contribution to knowledge and/or practice in the field. - Must be disseminated, for example, in a body of publications, in teaching materials used in other institutions, or in improvements or innovations in professional practice which have been adopted elsewhere.
Approval Authority (Appointment/Re-Appointment)			
Department Chair and/or Dean - School decides	Department Chair and/or Dean - School decides	Follow our normal delegation of authority process for appointment/advancement	Follow our normal delegation of authority process for appointment/advancement

¹ Evidence of creative activity for Health Sciences Clinical Professors may include, but is not limited to

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| <ul style="list-style-type: none"> Development of or contributions to educational curricula; Developing or presenting in lecture series or teaching seminars; Development of or contributions to community-oriented programs; | <ul style="list-style-type: none"> Development of or contributions to community outreach or information programs; Development of or contributions to administration (supervision) of a clinical service or health care facilities; Development of or contributions to administration training programs; | <ul style="list-style-type: none"> Development of or contributions to clinical guidelines or pathways; Development of or contributions to quality improvement programs; Development of or contributions to medical or other interdisciplinary information system; | <ul style="list-style-type: none"> Participation in the advancement of university professional practice programs; Participation in platform or poster presentations; Dissemination of clinical, QI, educational manuscripts; Evidence of active mentoring with learners and faculty at any academic level. |
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