

Enhancing Your Success as a Health Sciences Clinical Faculty

*Lee Atkinson-McEvoy MD, Sheila Brear BDS,
Erica Monasterio MN FNP, Heather Nye MD
PhD, Katherine Yang PharmD MPH*

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Agenda

- Introductions (15 min)
- Advancement in HS Clinical Series (15 min)
- Creative Activity in HS Clinical Series (15 min)
- Managing clinical, administrative and academic expectations (15 min)
- Questions (15 min)

Introduction

- Name
- Title
- Position
- My original role at UCSF
- My current role at UCSF



University of California
San Francisco

Merits and Promotions in HS Clinical Series

Advancement

Teaching, Mentoring, Course / Program Administration

- Rely on evaluation from trainees



Advancement

Research / Creative Work:

- Lectures and Presentation
- Curriculum Development
- Case reports
- Workshops
- Development of clinical guidelines
- Quality Improvement
- Book Chapters



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Advancement

Professional Competence

- **Capability:** peer evaluations, trainee assessments, board certification, expansion of clinical program
- **Invited presentations** (Not UCSF teaching).
- **Honors and Awards**
- Continuing Education courses (NOT in-house)
- Review activities
- Professional organization activities (committees)



Advancement

Service

University Service: Associate level and above
System, Campus, School, Department. Significant:

- School: Chair student admissions, scholarship committee, faculty council
- Campus: committee work

Professional Service

- Society, publication service

Community and Public Service

- Related to your expertise

Diversity

- Needs to be more than just being from a diverse background. E.g. serving on or setting up a diversity/inclusion/equity committee.

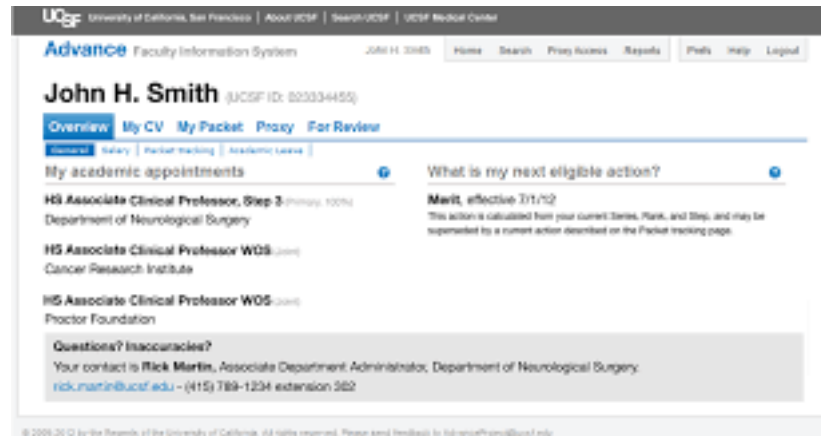
Your Promotion Packet Contains:

- CV
- Student & peer teaching evaluations
- Letters of evaluation (≥ 3 internal; ≥ 3 external)
- Faculty vote or concurrence
- Departmental recommendation letter



Your CV

- Develop a system for recordkeeping – ADVANCE
- Comply with all department deadlines
- Don't use acronyms
- Accuracy, clarity, entering dates (early to later)
- Narratives!



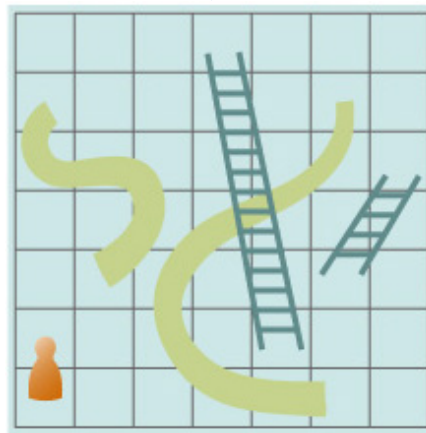
Letters of Evaluation

- Begin cultivating professional relationships early
- Be strategic in your choices (discuss with mentors, department chair)
- Letters should come from individuals at higher academic rank in academia as well as private practitioners who can speak to your clinical excellence
- Contact prospective letter writers to gauge their willingness to write a supportive letter
- Tell your letter writers NOT to copy information in the CV: they should fill in the voids (discuss impact of your work)!

Accelerated Advancement

Sustained Excellence in one area, meet all expectations in all other areas

- Teaching: Excellent teaching evaluations on a continued basis
- Service: Three years of significant committee work (EG Chair Student Admissions, Scholarship, Academic senate)
- Needs to be more than just being from a diverse background. (EG serving on or setting up a diversity/inclusion/equity committee)



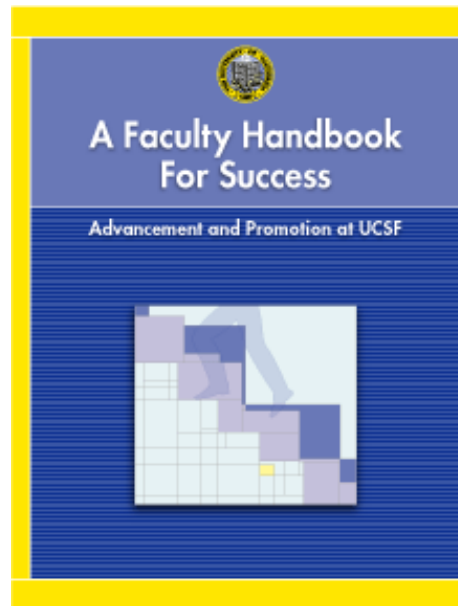
Official Policies

UCSF: Policies

<http://AcademicAffairs.ucsf.edu/Academic-Personnel/>

UC system: Academic Personnel Manual (APM)

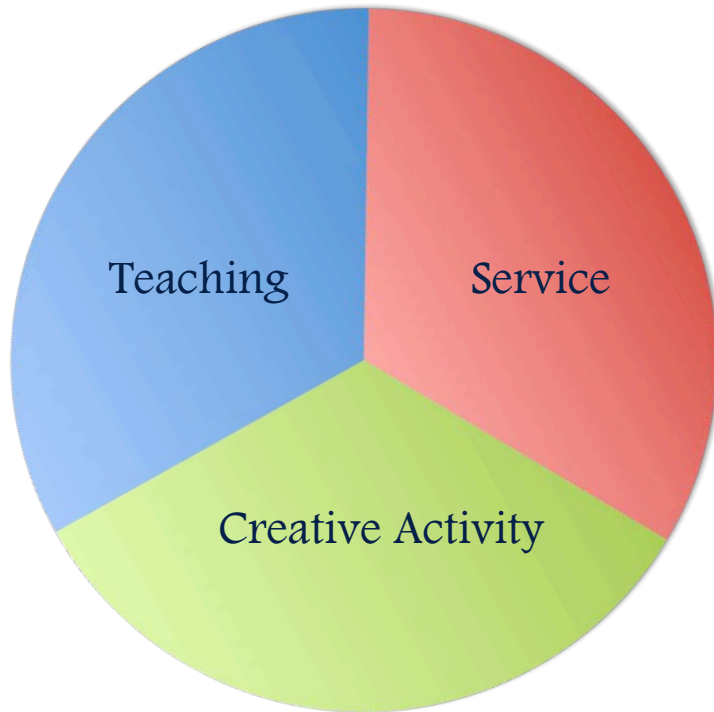
<http://www.ucop.edu/AcadPersonnel/apm/>



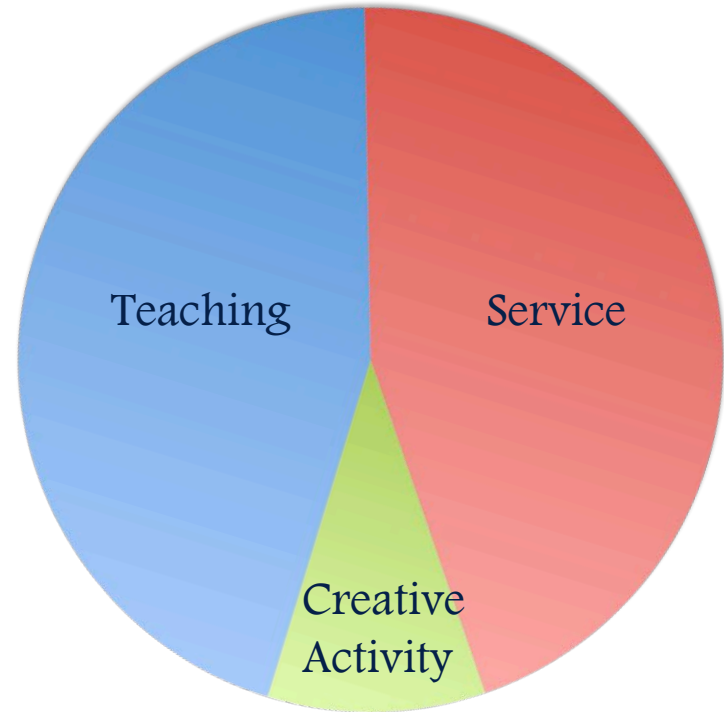
Getting Creative in the HS Clinical Professor Series



Roles and Responsibilities



Professor/Clin X



HS Clinical

What are my expectations?

	PROFESSOR	IN RESIDENCE	CLINICAL X	HEALTH SCIENCES CLINICAL ¹	ADJUNCT
Teaching/Mentoring	Essential	Essential	Essential	Essential	See Note ²
Research/Creative Work	Essential	Essential	Essential ³	Important	See Note ²
Professional Competence & Activity	<p>“Variation exists between schools and departments in the weighting of criteria”</p>			Essential	See Note ²
University/Public Service				Important	See Note ²
Appraisal of Achievement & Promise	Yes ⁴	Yes ⁴	Yes	No	No
Eligible for Tenure	Yes	No	No	No	No
Senate Membership	Yes	Yes	Yes	No	No
Sabbatical Leave	Yes	Other ⁵	Other ⁵	No	No
Limitations on Years of Service	8 Years at Assistant	8 Years at Assistant	8 Years at Assistant	None	None ⁶
Percent Time	100% ⁷	100% ⁷	100% ⁷	0-100%	0-100%
Primary Compensation Source	Extramural grants + State FTE	Extramural grants of Affiliate Sources	Clinical income + extramural grants	Clinical income	Non-state intramural funds & extramural grants
Appointment Length	Open-ended	Open-ended ⁸	Open-ended or termed ⁹	Termed	Termed

A Faculty Handbook for Success <http://senate.ucsf.edu/facultyhandbook/index.html>

How much is enough?

- “Some”
- Variable between Schools
- May be weighted differently based on each person’s appointed duties
 - Discuss with your Department Chair
- Overall, research/creative activities are derived from primary responsibilities (e.g., clinical, teaching).

Make it seamless

- Integrate/align creative activity with your workflow
- Leverage your strengths and interests
- Find collaborators within your field
- Mentorship is key
- Document what you do
- Don't re-invent the wheel

Leverage your clinical practice



Tips for success

- Don't need an independent research program
- Look for opportunities
- Collaborate
- Integrate your creative activity into your primary responsibilities
 - Start small
 - Disseminate your teaching techniques, syllabi, etc.
 - Write up your new clinical practice guidelines
 - Maintain and leverage community-based relationships for opportunities to engage



KEEP
CALM
AND
GET
CREATIVE



Managing Your Obligations

What are your roles and apportioned time?

■ Clinical care:

- Inpatient vs. Ambulatory
- Procedural

■ Educational:

- Supervising trainees
- Formal educational roles
- Mentoring

■ Administrative:

- Quality improvement
- Medical Direction
- Educational Direction

Setting priorities

- Offer letter (Division or Departmental expectations)
 - Patient care (ensure safety)
 - RVU versus other clinical metrics
- Creative activities for promotion
- Opportunities for protected time

Personal Mentoring

- Division Chief/Departmental Chair
- Clinic Director
- Faculty in your department, peer and senior
- Faculty in other departments
- Academic Affairs in Dean's Office for your professional school.
- Local or National meetings, committees, organizations





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