

## UCSF DIVISION OF THE ACADEMIC SENATE

### **Guidelines for Academic Appointments for Faculty Previously in Private Practice or Industry**

Academic appointments for individuals previously in clinical private practice or industry require balancing the candidate's years of experience and title and salary expectations with the need to ensure equity with current UCSF faculty. Although all UCSF faculty are expected to achieve superior intellectual attainment, candidates joining the faculty from private practice or industry have varying degrees of experience with the types of work required in an academic setting, such as teaching, research and creative activities, and university or public service. For that reason, the appropriate appointment depends on years of experience in private practice or industry and experience performing the types of activities required in academia.

#### Baseline initial appointment

As a baseline, absent prior experience with teaching, research and creative activities, or university and public service, **2 years in clinical private practice or industry are deemed equivalent to 1 year of academic experience.**

For example, 16 years in clinical private practice with no prior teaching, creative, service, or clinical leadership activities is deemed equivalent to 8 years of academic experience. A clinician with 16 years of clinical experience and no other academic experience would therefore be proposed for appointment at the rank and step commensurate with 8 years of academic experience, or Associate Professor, Step 2.

#### Activities that confer additional credit toward a higher initial proposed appointment level

**Prior experience in the following categories justifies appointing a candidate joining the faculty from private practice or industry at a higher rank and step than the baseline appointment.** Prior experience in these areas should be described in clear detail in the candidate's CV.

- Teaching experience, including formal coursework and/or significant clinical supervision.
- Research and creative activities, including publications in scholarly journals, conference posters or platform presentations, educational materials (disseminated or internal), and quality improvement work. For appointments in the Health Sciences Clinical series, although creative work does not need to have been disseminated beyond the candidate's institution, its impact at the local level should be described in the CV.
- Service, including clinical leadership positions, service to professional organizations, and exceptional public service.

Activities in multiple areas, extensive activities in one area, or national or international prominence may justify a greater increase in the appointment rank and step relative to the baseline appointment. However, unless the candidate's prior academic experience is truly exceptional (i.e., if an acceleration would have been warranted had the candidate been working in an academic setting), the appointment should not be at a higher rank and step than an equivalent number of years of experience in a faculty role would warrant. In other words, a clinician with 12 years of clinical experience should not be appointed at a level above the rank and step commensurate with 12 years of academic experience, or Full Professor, Step 1.

**Note:** These guidelines are intended primarily for candidates joining the Health Sciences Clinical or Adjunct Series. A similar approach could be taken for initial appointments in the Clinical X, In Residence, or Ladder Rank series depending on the nature of a candidate's prior experience and proposed future role in the University.