

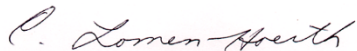
Committee on Academic Personnel

Endorsed statements on the connection between travel and advancement

November 2025

1. Faculty are not required to list whether a presentation was made in person or virtually. In-person and virtual presentations are weighed equally for purposes of Advancement.
2. Faculty in the Ladder Rank, In Residence, and Clinical X series are expected to build a national reputation for promotion to the Associate rank and an international reputation for promotion to the Full Professor rank. Faculty can pursue many avenues toward building their national and international reputations. In addition to in-person or virtual presentations at conferences, service on committees, service to professional organizations, and service to journals can provide evidence to reviewing bodies of a national and international reputation.
3. UCSF has long followed the principles of a holistic approach to its review process, and CAP remains committed to this approach. Thus, in evaluating a candidate's qualifications, CAP exercises reasonable flexibility, balancing when the case requires, heavier commitments and responsibilities in one area against lighter commitments and responsibilities in another. Importantly, holistic review is not a relaxing of standards. Rather, it is a recognition that faculty members face different circumstances and therefore have different levels of opportunity (e.g., time and resources available) at different times in their careers. To assist reviewers in conducting a holistic review, faculty are encouraged to include an optional personal statement in the file to explain any circumstances that may have impacted opportunity and productivity in one or more areas of review over the last review cycle. In the personal statement, it may be helpful to include contextual information about your circumstances, but you will never be required to reveal personal information.

Sincerely,



Catherine Lomen-Hoerth, MD, PhD
Professor of Clinical Neurology
Chair, Blue CAP



Bruce A. C. Cree, MD, PhD, MAS
Professor of Clinical Neurology
Chair, Gold CAP