<table>
<thead>
<tr>
<th>Definition</th>
<th>Clinical Associates</th>
<th>Clinical Professors</th>
<th>Health Sciences Clinical Professors</th>
<th>Clinical X Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinicians with no teaching responsibilities while employed at locations affiliated with UC (health system networks/private practices)</td>
<td>Community volunteer clinicians with teaching responsibilities</td>
<td>Clinical with teaching, research/creative work, and service responsibilities paid by UC or an affiliated site</td>
<td>Predominant responsibilities are in teaching and clinical service, and who also engage in creative activities</td>
<td>will typically carry a heavier load of teaching and/or clinical service than appointees in the other senate series</td>
</tr>
<tr>
<td>Practice their discipline as employees of affiliated satellites/health system networks/other affiliated clinical entities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| 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 |

<table>
<thead>
<tr>
<th>Responsibilities</th>
<th>Patient care</th>
<th>Teaching</th>
<th>Patient care</th>
<th>Clinical research (optional)</th>
<th>Scholarly/creative activity</th>
<th>Service</th>
<th>Teaching</th>
<th>Patient care</th>
<th>Scholarly/creative activity</th>
<th>Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time or Part-time</td>
<td>N/A</td>
<td>N/A</td>
<td>Full-time or Part-time</td>
<td>Sole professional commitment is to the University</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Term of Appointment and Reappointment</th>
<th>Initial appt = 5 years</th>
<th>Appt can be renewed in 5 year increments</th>
<th>Initial appt = 5 years</th>
<th>Appt can be renewed in 5 year increments</th>
<th>One year appointments</th>
<th>2-3 year review cycles depending on rank</th>
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<th>2-3 year review cycles depending on rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restrictions</td>
<td>Ineligible for UC salary under this title</td>
<td>Ineligible for UC salary under this title</td>
<td>Ineligible for UC salary under this title</td>
<td>Ineligible for transfer to a faculty title without competitive search</td>
<td>Ineligible for transfer to a faculty title without competitive search</td>
<td>UCSF does not follow 8-year limit for Asst / all other campuses do</td>
<td>For appointees paid by Affiliate (WOS at UC or partially paid by UC) appointment ends when employment with affiliate ends</td>
<td>Subject to 8-year limit for Assistant Professors of Clinical X</td>
</tr>
<tr>
<td></td>
<td>Ineligible for transfer to a faculty title without competitive search</td>
<td>No ranks</td>
<td>Requires active employment with UC Health System satellite/network/community hospital; appointment ends when employment at satellite ends</td>
<td>Expires on end date</td>
<td>May be terminated before end date</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Salary</th>
<th>Cannot receive pay under this title</th>
<th>Cannot receive pay under this title</th>
<th>Paid by UC under this title</th>
<th>Paid by Affiliate (WOS in this title)</th>
<th>Unpaid (WOS)</th>
<th>Paid by UC under this title</th>
<th>Paid by Affiliate</th>
</tr>
</thead>
</table>

**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**

- 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

#### Clinical Professors  
**Volunteers**

- 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

#### Health Sciences Clinical Professors  
**Faculty APM 210-6**

- 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

#### Clinical X  
**Faculty APM 210-2**

- 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: 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**

### 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**

### 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**
  - 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**

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

- Development of or contributions to educational curricula;
- Developing or presenting in lecture series or teaching seminars;
- Development of or contributions to community-oriented programs;
- 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;
- 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;
- 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.