

## REFeree LETTERS for (HS) Clinical Professor

PROPOSED SERIES	PROPOSED RANK OR ACTION	REFEREES' LEVEL OF INDEPENDENCE	CRITERIA (IN ADDITION TO THAT NOTED IN SAMPLE SOLICITATION LETTERS)	LETTERS NEEDED FOR APPT	LETTERS NEEDED FOR ADVANCEMENT
(HS) Clinical Professor	Asst I-II	Letters may be from directors of training programs, colleagues, or mentors.	Letters from <b>senior professors*</b> who can judge excellence of <b>CURRENT</b> clinical care and teaching.	3 letters from Assoc or Full Professors	n/a
(HS) Clinical Professor	Asst III- VI	Letters may not be from those who have been collaborators, co-authors, etc. within the last 5 years; or former mentors/partners.	Letters from <b>senior professors (not from candidate's department)</b> who can judge excellence of <b>CURRENT</b> clinical care and teaching.	same as above	n/a
(HS) Clinical Professor	Assoc	same as above	Letters from <b>senior professors (not from candidate's department)</b> who can judge <b>CURRENT</b> independent clinical excellence, regional reputation, and excellence in teaching.	5 letters from Associate or Full Professors	5 letters from Associate or Full Professors
(HS) Clinical Professor	Full	same as above	as above for Associate Professor with demonstrated superior clinical teaching and clinical skills	5 letters from Full Professors	3 letters from Full Professors
(HS) Clinical Professor	Advancement to Step VI** or Above Scale	same as above	as above for Professor with clear evidence of superior skills with continued momentum		

For the HS Clinical series, letter writers are typically internal to UCSD, however they cannot be from the candidate's Department. For large departments with recognized Divisions (e.g. Department of Medicine), letters writers can be from within the Department but not the candidate's Division. Referees can also include experienced outside practitioners who can assess the candidate's clinical care.

\* If candidate is right out of school or training and is being appointed in same department, then the directors of training programs, colleagues, or mentors will likely be in the same department.

\*\* For advancement to Step VI, referee letters are not required, but may be solicited at the department's discretion when they are needed to demonstrate evidence of nationally or internationally recognized and highly distinguished scholarship, highly meritorious service, or excellent teaching.