1. Background

Matched Endowed Chairs

Guided by the vision of the former dean of the UCSF School of Medicine, Haile T. Debas, the Academy has facilitated the establishment of a portfolio of matched endowed chairs in the School of Medicine in support of teaching excellence. These chairs have a five-year term limit and provide a limited discretionary income stream intended to support value added educational work. Beginning in 2001, when the endowed chair program was established, each matched chair was funded by $250,000 from the Dean’s Office and at least $250,000 in academic departmental funding. A minimally endowed chair with a corpus of $500,000 produces approximately $25,000 income annually (less management fees).

As of 2015, there are 20 established matched endowed chairs, with 19 appointed chair holders in 17 different departments. More than $10 million has been committed to this program, with the income working to enhance medical student education across the school. All chair holders are members of the Academy and play vital roles in serving as liaisons between the Academy and their academic departments.

Academy Chairs

In 2008, additional funding was committed to establish a portfolio of endowed chairs based solely within the Academy. The first chair of this kind was established in 2010. Like the matched endowed chair program, the intent is to allow talented teachers to expand their impact as educators at UCSF and beyond by providing a source of discretionary funding for the educator’s use. Unlike the matched endowed chair program, the funding does not include matched academic department funding. Academy chairs also have a five-year term limit; within the established overall purpose, the Academy may designate a specific focus of work for each term. As of 2015, there are 4 established academy-based endowed chairs, 3 focused on advancing teaching and learning and one on administrative leadership for the Academy, all with appointed chair holders.
2. Eligibility

Policy

A. The chair holder must
   i. Be an AME member in good standing.
   ii. Meet high standards of professionalism and model, at an impeccable level, the faculty role of expert educator.
   iii. Have a UCSF faculty appointment.
      i. Those with an emeritus faculty appointment are ineligible. If a faculty member who holds an endowed chair retires, there must be a plan to transition the endowed chair to another individual by the time of, or at latest within one year of, the date of retirement.

B. Faculty members appointed “without-salary” (WOS) may be eligible, if a) allowed by UCSF policy, b) feasibility of fund management is determined in advance and c) there is agreement from key stakeholders (AME, SOM and, if matched, the department chair).

C. In general, Academy endowed chair holders may not concurrently hold more than one chair. Otherwise-eligible candidates who hold another chair may apply, but must submit an “exceptional justification request,” which will be reviewed for fair and equitable use of limited resources.

D. Chair holders who wish a second term, must re-compete; successful stewardship review of the first term is required in order to be eligible for a second term.

E. In departments where there is more than one eligible Academy member, existing chair holders are limited to two five-year terms; terms need not be consecutive. Otherwise-eligible candidates who have already completed two terms successfully may apply, but must submit an “exceptional justification request.”

F. Faculty members holding academic leadership positions such as department chair, or administrative positions such as associate dean or health systems leader, are ineligible.
   i. Should an existing chair holder take on such a leadership position, the chair holder may finish out the academic year but must submit an “exceptional justification request” in order to complete the full term as an endowed chair.

G. Terms: Regardless of appointment date, terms are normalized to begin on July 1 after the appointment and end five years later on June 30.