



# FACULTY BENEFITS, OPPORTUNITIES, & DEPARTMENT SUPPORT





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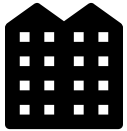
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## DEPARTMENT OVERVIEW

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The **Department of Radiology and Biomedical Imaging at the University of California, San Francisco**, is a leading health sciences center focused on serving patients, conducting research, and training the next generation of radiologists.

We are proud to have some of the foremost names in diagnostic, therapeutic, and interventional radiology developing promising new approaches to identify and treat disease. We are a patient-centered team, and are proud that the community recognizes us for our compassion and care.

We are committed to creating a culture of diversity, equity and inclusion within our department and the community we serve. We aim to build and develop a broad group of faculty, trainee and staff community with diverse backgrounds and a common desire to serve culturally diverse and underserved populations.

### *Mission & Vision*

UCSF is a Global Leader in Radiology and Biomedical Imaging

Our missions are:

- **Provide excellent clinical imaging that improves diagnosis and treatment of patients**
- **Demonstrate national leadership in advancing imaging science**
- **Educate tomorrow's leaders in radiology and biomedical imaging science**

We invite you to browse through our [department website](#) to explore our past accomplishments, our current strengths and the future promise that the talented individuals and technologies in the UCSF Department of Radiology and Biomedical Imaging bring to our patients and to the field of Radiology.





# REMUNERATION

## Faculty Compensation Plan

Department of Radiology and Biomedical Imaging faculty are members of the University of California Health Sciences Compensation Plan. Here are the benefits:

- **2 vacation days per month** accumulated
- **20 meeting days per year** to attend meetings, presentation, CME, etc
- **20% academic / non-clinical time** [10% for HS Clinical Series]
- **Clinical Bonus** - Plan Participants may receive incentive compensation, referred to as a Z payment, beyond the base and negotiated compensation, upon approval by the Chair. The bonus payments are drawn from income accumulated in the Plan in excess of financial requirements.

You are welcome to review the UCSF Radiology Comp Plan:



## Department Support

The Department currently also offers full time faculty funding the following support:

- Annual professional expense allowance of **\$6000 per year for meetings, subscriptions and other expenses** within university guidelines.
- Department has **allocated funds to cover the renewal costs** of your American Board of Radiology, CA Med License renewal fee, and other professional license fees.

## Start-Up Funding & Time

### IN RESIDENCE FACULTY

*Determined by negotiation with the Chair:*

- personnel support, recharges, discretionary funds, lab space, computer equipment and support, additional research time

### CLINICAL X and HS CLINICAL FACULTY

*Determined by negotiation with the Chair:*

- funding for faculty development courses, statistics courses, additional non-clinical time





# UCSF BENEFITS

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University of California provides employees with a wide range of full health benefits, retirement benefits, and options for life insurance and spending accounts. For a complete guide, please visit [UC Health and Welfare benefits.](#)



**UC Retirement Plan [UCRP]**



**Health Care Insurance**



**Disability Insurance**



**Life Insurance**



**Other Benefits**



**Parental Leave - 12 weeks**



## UCSF FACULTY BENEFITS

To aid in your transition to your faculty position, the Department will provide you with a recruitment allowance (signing bonus) through the **UC Faculty Recruitment Allowance Program [FRAP]**. You are eligible for FRAP if you are a full time faculty member (100%) with a Ladder Rank, In Residence, Clinical X, or Health Sciences Clinical Professor title. For detailed information please visit the UCSF Radiology FRAP Policy:

[UCSF Radiology  
FRAP Policy](#)

**Relocation Expense:** Department offers new faculty relocating from another city/state a moving expense reimbursement of up to \$10,000. For more information regarding eligibility criteria, review [UCOP's Relocation policy](#)

The Department will support a request for a **Mortgage Assistance** [currently only for senate series: Clinical X, In Residence, Ladder Rank]

- **Mortgage Origination Program [MOP]** loan for your primary residence. For more information about the MOP loan, please visit: [UCSF Home Loan Programs](#)
- **Supplemental Home Loan Program [SHLP]:** \$75,000 for a 15-year (180 months) loan term. For more information, please visit: [UCSF Supplemental Home Loan Program](#)





# MENTORING & DEVELOPMENT

UCSF and the Department of Radiology are dedicated to promoting faculty academic success and career development. Be sure to check out the UCSF Faculty Handbook as well as a few key programs that provide our faculty with the tools for career advancement:



## ***Department of Radiology:***

- **Mentoring Program:** The Department ensures that all junior faculty [assistant professors] are provided with a faculty mentor. Please visit our Academic Affairs website for more information: [UCSF Radiology Faculty Mentoring](#)
- **Workshops and Training:** Faculty have opportunity to participate in research workshops, speaker training courses, career advancement workshops, CME participation with prime destination courses. For more information, please visit: [UCSF Radiology Faculty Development & Courses](#)

## ***UCSF***

- [Center for Faculty Educators & Academy for Medical Educators \[AME\]](#)
- [NCFDD Program Membership](#)





# WORKSPACE & ADMIN SUPPORT

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The Department provides all faculty with the following:

- Laptop with IT assistance through UCSF campus support
- Shared Office Space on Campus
- White coat with name, business cards
- PACS station for home use [except breast imaging & interventional radiology]
- Section Administrative Staff Support
- Research Administration Staff to help faculty manage research funding
- [Academic Affairs Unit](#) to guide faculty through advancement and career development







# UCSF CAMPUS LIFE SERVICES

UCSF Campus Life Services is available to support individual and professional needs of everyone at UCSF.



## Family Services

(Child Care Centers, Sitters, Adult Care Resources, Pet Care)



## Fitness & Recreation



## Transportation

(Shuttle, Parking and Pre-Tax Commuter Benefits)



## Wellness & Community



## Discounts



## Campus Housing







UCSF

Department of Radiology  
and Biomedical Imaging  
Academic Affairs FY24

