UCSF School of Medicine

From the Dean

Dear School of Medicine Faculty,

The **UCSF ARCHES Mid-Career Faculty Development Program** is a competitive two-year program designed to support 4-5 outstanding research faculty across UCSF who are exemplary mentors and who demonstrate a strong commitment to UCSF **Pride Values** and **Principles of Community.**

What you get
The program provides structured mentorship and sponsorship, cohort-based professional development, networking opportunities, and discretionary research funds ranging from $25,000–$75,000 per year for two years (amount varies by sponsoring department or unit).

Who's eligible
The program is open to Associate Professors and early Full Professors in the Ladder Rank, In Residence, and Clinical X research tracks.

Why it matters
Mid-career faculty face a critical juncture—balancing expanding leadership and mentoring duties while advancing their own research. Quality mentorship at this stage profoundly impacts junior faculty and trainees, yet it is time-intensive and often under-resourced.

Evidence shows that career development programs, peer cohorts, and intentional community engagement support career advancement and long-term success. The ARCHES program integrates these proven elements.

Application information
Apply by **March 2, 2026, at 5pm** using the **SmartSheet form here**.

Questions? Email Claudine Catledge (**claudine.catledge@ucsf.edu**) with any questions or for more information.

We are grateful for the generous support of the Genentech Charitable Foundation, the Weston Havens Foundation, the Helen Diller Family Comprehensive Cancer Center, and an anonymous donor, which makes the program possible.

Sincerely,
Talmadge E. King, Jr., MD
Dean, UCSF School of Medicine

UCSF ARCHES Mid-Career Development Program
SELECTION CRITERIA

Required

- Associate or early Full Professor (Steps 1 or 2) as of July 1 of the new academic year
- Primary appointment in one of the following SOM departments:
  - Anesthesia
  - Dermatology
  - Emergency Medicine
  - Laboratory Medicine
  - Medicine (In Residence Series only)
  - Neurology
  - OB/GYN
  - Ophthalmology
  - Pediatrics
  - Psychiatry
  - Radiation Oncology
- Strong record of research productivity (e.g., R01 or equivalent awards, multiple publications). Applicants from all research domains – basic, translational, clinical, health services, policy – are encouraged.
- Demonstrated experience mentoring research trainees who reflect a commitment to UCSF **PRIDE Values** and **Principles of Community**
- Does **not** currently hold an NIH Mid-Career Development Award (e.g., K24, K25, or equivalent)

Preferred

- Experience mentoring trainees across multiple disciplines
- Sustained and demonstrated a commitment to **PRIDE Values** and **Principles of Community**

APPLICATION MATERIALS
Applicants must submit **one combined PDF** containing the following:

- One-page** statement outlining how the applicant meets the program criteria and the anticipated impact of the award on their career development. Please include:
    - School, department, and division (if applicable)
    - Academic series, rank, and step
- NIH-formatted biographical sketch
- UCSF Curriculum Vitae, exported from Advance
- One-page* letter of support from Chair, Vice Chair, or Division Chief describing the applicant's research accomplishments, departmental support, and future potential
- Documentation of applicant's mentorship track record (e.g., list of mentees)

***Page limits are suggested*

TIMELINE

- **March 2, 2026 at 5pm PST:** Application deadline
- **April 23, 2026:** Award notifications
- **July 1, 2026:** Program begins

Please submit your application using the SmartSheet form by 5pm PST, March 2, 2026.

PROGRAM COMPONENTS
Selected awardees will receive:

Funding
$25,000–$75,000 per year for two years, depending on the funding source (e.g., primary department). Funds may support salary, research personnel, or other needs that advance the scholar's research program.

- Awardees who receive another career development award during the funding period must relinquish remaining ARCHES funds but may continue to participate in non-financial program components.
- New funding must be reported within 30 days of notice.

Mentorship & Sponsorship
Monthly cohort meetings with program leadership focused on career development, research advancement, and peer and near-peer mentoring. Periodically, UCSF executive leaders will join meetings to expand networking and sponsorship opportunities.

Changemaker Circle (Advisory Council) Mentorship
Awardees will participate in twice-yearly, half-day sessions with the Changemaker Circle, an advisory group aligned with UCSF's mission to foster environments where everyone can thrive. These sessions provide space for candid discussion of leadership challenges, career navigation, and shared learning. Council members are also available for individual consultation and are invited to program milestone events.

Program Evaluation
Participants will complete evaluation surveys at program entry, mid-point, and completion to support continuous improvement.

NONDISCRIMINATION STATEMENT
In accordance with Federal and State law and University policy, the University of California does not discriminate on the basis of age, gender, race, ethnicity, national origin, religion, sexual orientation, gender identity, health, or disability. For detailed information, please visit the **Office for the Prevention of Harassment and Discrimination**. UCSF does not use race, gender, sex, or other protected categories or proxies for protected categories in the selection process.