New Faculty Orientation
Thursday, September 25, 2014

John T. Trumble
Interim Vice Provost for Academic Personnel
Ladder Rank Structure

<table>
<thead>
<tr>
<th>Rank</th>
<th>Step</th>
<th>Years at Step</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant</td>
<td>I</td>
<td>2</td>
</tr>
<tr>
<td>Professor</td>
<td>II</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>III</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>IV</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>V</td>
<td>2 Overlapping steps</td>
</tr>
<tr>
<td></td>
<td>VI</td>
<td>2 Overlapping steps</td>
</tr>
<tr>
<td>Associate</td>
<td>I</td>
<td>2</td>
</tr>
<tr>
<td>Professor</td>
<td>II</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>III</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td>IV</td>
<td>3 Overlapping steps</td>
</tr>
<tr>
<td></td>
<td>V</td>
<td>3 Overlapping steps</td>
</tr>
<tr>
<td>Professor</td>
<td>I</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>II</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>III</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>IV</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>V</td>
<td>Open step</td>
</tr>
<tr>
<td></td>
<td>VI</td>
<td>Open step</td>
</tr>
<tr>
<td></td>
<td>VII</td>
<td>Open step</td>
</tr>
<tr>
<td></td>
<td>VIII</td>
<td>Open step</td>
</tr>
<tr>
<td></td>
<td>IX</td>
<td>Open step</td>
</tr>
<tr>
<td></td>
<td>A/S</td>
<td>Open step</td>
</tr>
</tbody>
</table>

Problems:
- No teaching in year 1
- Service
- No research evidence

- Review every 2 years
- Appraisal after 5th year
- Mandatory 7th year tenure review
- Overlapping steps = lateral promotion

- Review every 2 or 3 years or deferral option
- Quinquennial Review (5 year mandatory review)
- Overlapping steps = lateral promotion

- Review every 3 years or deferral option
- Open steps – no requirement for deferral
- Advancement to VI and A/S (A/S, “Distinguished Professor”)
- Quinquennial Review (5 year mandatory review)
Types of Reviews

- Merit (accomplishments since last advance)
- Reappointment of Assistant Professors (220 review)
- 5th Year Appraisal (progress towards tenure)
- Promotion to Tenure (entire record)
- Promotion to Professor (record since tenure)
- Advancement to Professor VI or A/S (career reviews)
- Career Review (optional-for tenured faculty only)
- Quinquennial Review (5 year mandatory review)
- Deferral (eligible to advance but choose not to-for tenured faculty only)
Levels of Reviews

- **Merits** – Possible Outcomes: Approved, Denied
  - Department Recommendation / Chair
  - Dean’s Review
  - Senate Committee on Academic Personnel (CAP) Review
  - Vice Provost for Academic Personnel (VPAP) Review
  - Provost (PEVC) Final Decision

- **5th Year Appraisal** – Possible Outcomes: Positive, Qualified Positive, Negative (no change in salary)
  - Department Recommendation / Chair
  - Dean’s Review
  - CAP Review
  - VPAP Final Decision
Levels of Review

- Reappointments of Assistant Professor – Possible Outcomes: Approved, Denied
  - Department Recommendation/Chair
  - Dean’s Review
  - CAP Review
  - VPAP/PEVC Review
  - Provost (PEVC) Final Decision for Reappointment
  - Chancellor Final Decision for Non-Reappointment
Levels of Review

Promotions – Possible Outcomes: Approved, Denied
- Extramural Reviewers
- Department Recommendation/Chair
- Ad Hoc Review (discretionary) (tenure only)
- Dean’s Review
- CAP Review
- VPAP / Provost Review
- Chancellor Final Decision

Advancement (To VI or A/S) – Possible Outcomes: Approved, Denied
- Extramural Reviewers
- Department Recommendation/Chair
- Ad Hoc Review (discretionary) (A/S only)
- Dean’s Review
- CAP Review
- VPAP / Provost Review
- Provost Final Decision on Step VI
- Chancellor Final Decision on A/S
Levels of Review

- **Career Review** – Possible Outcomes: Step or Rank movement, No movement
  - Extramural Reviewers
  - Department Recommendation / Chair
  - Dean’s Review
  - CAP Review
  - VPAP / Provost Review
  - Provost - Final Decision for Step Movement
  - Chancellor - Final Decision for Rank Movement or to A/S

- **Quinquennial Review** – Possible Outcomes: Satisfactory, Satisfactory with Qualifications, Unsatisfactory
  - Department Recommendation / Chair
  - Dean’s Review
  - CAP Review
  - VPAP Final Decision
CAP Role

- Committee of the Academic Senate
  - 10 members / Quorum is 6
  - Members appointed by Committee on Committees
- Advisory to Administration
- Equitable Application of Academic Personnel Manual (APM) 210, 220
- Adherence to additional guidelines defined in the CALL and By Law 55

Links:
http://senate.ucr.edu/
http://senate.ucr.edu/committee/?do=info&id=4
APM 210

› Review Criteria, APM 210
  › Teaching
  › Research & Other Creative Work
  › Professional Activity
  › University & Public

› The APM is a UC policy manual.

Links:
http://www.ucop.edu/acadpersonnel/apm/sec2-pdf.html
The CALL

- **APM 220-8-C**: “Each campus shall develop guidelines and checklists to instruct chairs about their duties and responsibilities in connection with personnel reviews.”

- This administrative document describes the review process implementation at UCR.

- This is a UC-Riverside document maintained by the Academic Personnel Office.

*Link:*
http://academicpersonnel.ucr.edu/academicreviews/FacCall/index.php
Contact Information

John Trumble
Interim Vice Provost for Academic Personnel
951.827.2304
vpap@ucr.edu

Katina Napper
Assistant Vice Provost for Academic Personnel
951.827.5032
katina.napper@ucr.edu

Academic Personnel Office
academicpersonnel@ucr.edu
http://academicpersonnel.ucr.edu/