

Highlighting Proposed Changes to the AY26-27 CALL

1. **File extension requests** for new deadlines prior to first Monday in May are now Dean's Final.
2. Including **summer courses** in the expectation to provide campus student evaluations of teaching from most, if not all, courses taught.
3. Clarified that **abbreviated reviews** require a full eFilePlus snapshot, sans extramural letters, and appropriate only for election into of the 5 national academies: NAS, NAM, NAE, American Academy of Arts and Sciences, and American Academy of Arts and Letters.
4. **Made deferrals Dean's Final** and made a deferral valid until/unless a candidate reaches a required quinquennial review.
5. Added a **check box on the department letter cover sheet** to indicate whether placement criteria or acceleration criteria should be used for promotion reviews. In parallel, remove the default to acceleration criteria statement in the Promotion section.
6. Added a section on **Chair Recusals for Reviews**

When a faculty member brings concerns to the VPAP about possible bias in an upcoming m/p review by their Chair and requests that the individual be removed from part or all of the review process, the VPAP must inform the faculty member that the concern must be reported to OCR. The VPAP should also clarify that the review will proceed under normal procedures unless and until OCR substantiates the bias concern. If OCR substantiates the concern the VPAP will intervene and choose a proxy Chair. If no intervention occurs and the faculty member believes the outcome of the review was compromised by bias, they retain the right to file a grievance with P&T.

7. Adding this paragraph in the Difference List section:

*Faculty who had **previous experience** at the rank in which they were appointed at UCR receive credit at their first promotion for publications and/or creative activities while at the rank in their previous institution(s). Those items should be **added to the difference list by the candidate** and the period of review in eFilePlus adjusted to reflect their first appointment at that rank. Similarly, teaching and service at the previous institution(s) can be entered into the appropriate sections of eFilePlus.*

8. Stating that the **teaching statement should include how to use alternative types of teaching effectiveness evidence** that differs from student evaluations of teaching and mentoring activity.
9. Added **one page limit to extended faculty teaching statement** that is part of the new teaching effectiveness evidence.

10. Clarified the **period of review for promotion to Associate** includes activities as Assistant Professor, *Visting Assistant Professor or Associate Professor* at institutions prior to UCR appointment.
11. Clarified that **period of review for promotion to Full** includes activities as an Associate Professor or Full Professor at institutions prior to UCR appointment.
12. Clarified that **Assistant PoT appointments**, no matter what step, require routing through CAP and VPAP (i.e., are not Dean's Final)
13. Removing **abstentions** as requiring a reasons explanation in the department letter.
14. **Removed requirements** for a Chair's explanation as to **why there is no letter from someone familiar with UC rank and step system and/or why there is an imbalance between candidate's list and department's list**. However, for the latter it was added that the file may be sent back in cases of severe imbalance.
15. Clarified that minority reports address a minority opinion about the department letter and can be written by anyone who attended the department meeting **regardless of which side of the vote they are on**, or even if they voted at all.
16. Added this to self-statement section

In the case of promotions and advancement to VI, the candidate may wish to indicate if placement at a higher than normal step should be reviewed and voted upon. *In such a case, the candidate should **provide justification for the higher placement** with respect to the review criteria in their self-statement. The appropriate check box on the cover sheet of the department letter should clarify if the placement criteria or the acceleration criteria is being used to justify the higher placement.*

*If a candidate wants consideration for an **acceleration or new off-scale**, they must provide **justification** with respect to the review criteria for those actions..*

17. Stating that **hyperlinks in self-statements** sent to extramural referees may be used provided they do not point to personal websites and that visitors to the hyperlinks can remain anonymous.
18. Stating that, **alternatives to using ieval for student evaluations** of teaching must be approved by the Senate committee on SETs.
19. Clarifying when SETs can be excluded:

*A candidate **can exclude student evaluations** from a specific course, or opt to have selected written comments stricken from the student evaluations, only with prior approval from the Chair. If the Chair does not agree to the request, the VPAP will make the final decision on the request. If the candidate does not provide student evaluations for specific courses, or they were approved to have selected written comments stricken from the student*

evaluations, they must discuss the reasons why with the Chair so that they can be adequately explained in the department letter. The Chair must provide a brief statement in the department letter explaining the approved absence of any student evaluations, without disclosing confidential or sensitive details.

20. Changing strongly recommended to **required that some type of student feedback** be included as evidence.
21. State that department research and creative work statements should examine the quality of publication venues, **including open access journals, and the role of software development efforts.**
22. Clarifying that candidates must confirm they have submitted their apm-025 report for **each of the years during the period of review** in order for the review to proceed.
23. Inserted the **policy around STCs** to make it clear that up to two are approved by VPAP, a third request requires additional UCOP approval, and in no circumstances are more than three ever approved.

A faculty member may request to stop the clock (APM-133) during the pre-tenure period for personal reasons, including childbearing, childrearing, serious health condition, disability, bereavement, or significant circumstance or event that disrupts a faculty member's ability to pursue University duties. Extensions are granted for a period of one year for each event, automatically for some reasons, and upon request and approval for other reasons. For those extensions needing approval, such approval will be at the discretion of the VPAP. Exceptions for a third request require review and approval by UCOP beyond the VPAP review. Under no circumstances will more than three requests be approved.
24. Limiting **candidate's response to department letter** to 5 pages (has been 10)
25. Limit candidate's **response to extramural letters** to 5 pages.
26. A copy of the **Search Plan must be included as a mandatory component of the appointment file.** Appointment files submitted to the Office of Academic Personnel without the accompanying approved Search Plan will be returned to the department without review.