

UCR

New Faculty Orientation

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John T. Trumble

Interim Vice Provost for Academic Personnel

UNIVERSITY OF CALIFORNIA, RIVERSIDE

Ladder Rank Structure

Rank	Step	Years at Step
Assistant Professor	I	2
	II	2
	III	2
	IV	2
	V	2 Overlapping steps
	VI	2 Overlapping steps
Associate Professor	I	2
	II	2
	III	2
	IV	3 Overlapping steps
	V	3 Overlapping steps
Professor	I	3
	II	3
	III	3
	IV	3
	V	Open step
	VI	Open step
	VII	Open step
	VIII	Open step
	IX	Open step
	A/S	Open step



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)

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

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/apm-210.pdf>

<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/>