

## MODEL LETTER G: CAREER REVIEW

The following is a sample letter of solicitation of extramural referees for a CAREER REVIEW. This text must be included in solicitations of letters of evaluation for career review.

The University of California, Riverside is conducting an exceptional Career Review of the scholarly record of Professor \_\_\_\_\_. The purpose of the review is to ascertain the level within the professoriate that Professor \_\_\_\_\_'s record warrants. A critical part of this process is the analysis and evaluation of Professor \_\_\_\_\_'s research and scholarship by leading professional colleagues in the field. The evaluation is crucial to our ability to maintain the high scholarly standards of the University of California. We in the Department of \_\_\_\_\_ would be most grateful if you would assist us in this important assessment.

In making your judgment, it is important to understand that the University of California has a structured matrix of "steps" which define normative movement through the ranks of Assistant, Associate, and Full Professor. This matrix is summarized on the attached table.

Professor \_\_\_\_\_ is currently at step \_\_\_\_\_ of the rank of \_\_\_\_\_. Professor \_\_\_\_\_'s Career Review will result in one of the following outcomes:

[Here the Chair should list item (i) and the appropriate subset of options ii-vii on the next page.]

For purposes of benchmarking, the University of California has adopted the following language to characterize the achievement necessary for the major advancements within the rank/step system:

Promotion to Associate Professor: The candidate must demonstrate superior intellectual attainment in research and excellence in teaching.

Promotion to Full Professor: The candidate must demonstrate excellence beyond that which was achieved for promotion to Associate Professor and significant impact within the scholarly community.

Advancement to Professor VI: Advancement to Professor VI is granted upon evidence of great distinction, recognized nationally or internationally, in scholarly or creative achievement. In addition, there must be evidence of excellent university teaching and highly meritorious service. This rank is roughly equivalent to that of a senior Full Professor at a major private research university.

Distinguished Professor (Professor Above-Scale): This rank is reserved for scholars of the highest distinction whose work has been internationally recognized and acclaimed and whose teaching performance is excellent. Mere length of service and continued good performance at Professor IX is not a justification. The candidate must be among the most distinguished researchers in the world in this field.

Your assessment of Professor \_\_\_\_\_'s scholarly credentials is critical to our evaluative process. Your response would be most useful to the process if it addresses this issue directly and in analytic detail. A comparison to the work of others in the field is often useful. Please note that review committees on campus focus on accepted publications when determining whether or not the standard has been met. We would also appreciate your evaluation of Professor \_\_\_\_\_'s teaching and service, if you have the basis for such evaluation.

We understand that the demands on your time are heavy. We assure you that your evaluation is of the utmost importance to determining the outcome of this review, and we thank you sincerely for your assistance.

In writing your response, please take note of the attached University of California policy regarding the confidentiality of letters of evaluation which are included in the personnel review files.

- (i) No change from present rank & step
- (ii) Advancement within the rank of Associate Professor, Steps I, II or III
- (iii) Promotion to the rank of Full Professor with a defined step
- (iv) Advancement within the Full Professor rank, Steps I - V
- (v) Advancement to Full Professor, Step VI
- (vi) Advancement within the Full Professor rank, Steps VII, VIII and IX
- (vii) Advancement to the Distinguished Professor rank (Professor Above-Scale)

| <b>UNIVERSITY OF CALIFORNIA MATRIX OF RANKS/STEPS</b> |                                   |   |
|---|-----------------------------------|---|
| <b>Rank</b>   | <b>Step</b>                       | <b>Normal Period of Service at Step</b> |
| Assistant Professor                                   | I                                 | 2 years                                 |
|   | II                                | 2 years                                 |
|   | III                               | 2 years                                 |
|   | IV                                | 2 years                                 |
| Associate Professor (a)                               | I                                 | 2 years                                 |
|   | II                                | 2 years                                 |
|   | III                               | 2 years                                 |
| Professor (b)   | I                                 | 3 years                                 |
|   | II                                | 3 years                                 |
|   | III                               | 3 years                                 |
|   | IV                                | 3 years                                 |
|   | V                                 | open                                    |
|   | VI (c)                            | open                                    |
|   | VII (d)                           | open                                    |
|   | VIII (d)                          | open                                    |
|   | IX (d)                            | open                                    |
|   | Distinguished Professor (A/S) (e) | open                                    |

- (a) The normal total period of service in the rank of Associate Professor is 6 years. The normal period of service in each step is two years.
- (b) The normal period of service at Full Professor is 3 years in each of the first four steps. Service at Step V may be of indefinite duration.
- (c) Advancement to Professor VI will be granted upon evidence of highly distinguished scholarship, highly meritorious service, and evidence of excellent university teaching. In interpreting these criteria, reviewers should require evidence of excellence and high merit in original scholarship or creative achievement, teaching, and service; and, in addition, great distinction, recognized nationally or internationally, in scholarly or creative achievement or in teaching. Service at Professor, Step VI may be of indefinite duration.
- (d) Advancement from Professor, Step VI to Step VII, from Step VII to Step VIII, and from Step VIII to Step IX usually will not occur after less than three years of service at the lower step, and will only be granted on evidence of continuing achievement at the level required for advancement to Step VI.
- (e) Advancement to Distinguished Professor is reserved for scholars of the highest distinction whose work has been internationally recognized and acclaimed and whose teaching performance is excellent. Except in rare and compelling cases, advancement will not occur after less than four years at Step IX. Moreover, mere length of service and continued good performance at Step IX is not justification for further salary advancement. There must be demonstration of additional merit and distinction beyond the performance on which advancement to Step IX was based.

\*Note that Assistant Professors are often appointed anywhere in this range dependent on prior experience.