

## **The CALL 2019-2020AY**

### **Summary of Changes**

October 22, 2019

Page 1 of 2

The list below includes substantive changes to the CALL for 2019-2020 academic year. “Clean-up” and/or cosmetic changes and typographical errors have been updated accordingly and are not included in this summary. For questions or more information, please send an email to [academicpersonnel@ucr.edu](mailto:academicpersonnel@ucr.edu).

#### **1. Procedures Before the Personnel Review File is Assembled**

Added the following: “A separate Promotion file and Merit file cannot be submitted in the same review cycle.”

#### **2. Procedures During Departmental Review**

Added the following: “Participation in personnel meetings is considered part of a faculty member’s service duties. There must be a concerted effort to ensure participation by as many faculty as possible in department meetings. Academic Personnel may return the file if insufficient departmental votes are recorded.”

#### **3. Special Circumstances That May Result in Advancement to Above Scale**

Added new section: Faculty receiving exceptional external recognition (e.g. Nobel Prize, election to National Academy) may put forward an abbreviated file for advancement to Above Scale where the external recognition is considered in lieu of extramural letters. An abbreviated file consists of the following:

- Evidence of the recognition
- Curriculum vitae
- Departmental vote and letter of support
- Dean’s recommendation and letter of support

#### **4. Career Review**

Added the following: The purpose of a Career Review is to “allow candidates to be placed at the appropriate level whose performance over a substantial period has been better than average, but whose performance at each merit may not have been sufficient for an acceleration. Except in circumstances where faculty receive exceptional external recognition (see B.2. **Special Circumstances**), there must have been at least two positive merits and or promotion at UCR before a career review can be initiated. Teaching and Service must both be excellent and approaching the record of faculty at the proposed rank and step (e.g. If the suggestion is to move from Associate I to Professor I the record would indicate service at the mid to high Associate level.) Bearing the previously described limitations in mind,” any senate faculty member at Associate Professor or above who thinks that they may not be at the appropriate level on the rank/step scale has the right to be evaluated by the process of Career Review.

#### **5. Promotion**

Added the following: “A promotion should be considered a mini-career review and reviewing bodies should consider where to place the candidate relative to their record (e.g. if normal promotion would be to Associate, Step II, a candidate may be suitably placed at Step III. This would not be considered a post-promotion acceleration and may include candidates with excellent records, but where research productivity in the last two years was not double the norm).”

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Page 2 of 2

#### 6. Quinquennial Review

Added the following language: “Quinquennial reviews are an important option to merit reviews that allow for a change in research focus or a major change in circumstance. However, in the interest of trying to ensure the best career progression for all faculty, and unless the candidate is at a barrier step or in an administrative position, multiple quinquennial reviews may initiate a request from the Vice Provost of Academic Personnel for a mentoring plan from the department chair.”

#### 7. Bibliography of Publications and/or Creative Activity

Added the following language under Categories:

- b. Citation of translated items shall be included under the category *Translated Items* and shall not be accorded a separate number in the enumerated list of items.
- c. Citation of reprints shall not be accorded a separate number in the enumerated list of items.

#### 8. Publications/Creative Activities

Added the following language: “For completed clinical trials that do not mature to a publication, a link that provides evidence of completion should be provided.”

#### 9. Student or Resident Evaluations of Teaching

Added the following language: “Summer Session evaluations may be included but the department letter must indicate whether they represent part of the normal load or an overload. Overload teaching is not grounds for consideration of an additional action such as an extra off scale or acceleration.”

#### 10. Other Evidence of Teaching Expertise

Added the following section:

(ii) Teaching Portfolio: “Aspects of the teaching portfolio such as syllabi should be uploaded under Other and referred to in the self-statement.”

#### 11. Teaching Information (formerly, TLD or Teaching Load Data)

Added the following language: Department Chairs are required to provide a brief departmental teaching statement. The statement should be used to explain departmental teaching norms, including whether faculty are expected to financially support graduate students, any course releases, the unusual circumstance which lead to some courses not being evaluated, and other elements of teaching that may be unique to the department.

#### 12. Acceleration

Removed the following language: Normally a promotion to Associate Professor or Professor is not accompanied by a recommendation for a step acceleration. In exceptional cases, a promotion or advancement is recommended simultaneously with a post-promotion acceleration in step. In such cases, the department and Dean must vote separately on the promotion and the post-promotion acceleration in step unless the recommendation to the accelerated step is unanimous. The recommendation for acceleration in step must be explicitly and separately justified. (See Acceleration Charts on the next page)

#### 13. In general, replaced eFile with eFilePlus and updated to non-binary gender.