

UCR

New Faculty Orientation

Friday, September 20, 2013

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Vice Provost for Academic Personnel

UNIVERSITY OF CALIFORNIA, RIVERSIDE

Ladder Rank Structure

Rank	Step	Years at Step		
Assistant Professor	I	2		Review every 2 years Appraisal after 5 th year Mandatory 7 th year tenure review Overlapping steps = lateral promotion
	II	2		
	III	2		
	IV	2		
	V	2	Overlapping steps	
	VI	2	Overlapping steps	
Associate Professor	I	2		Review every 2 or 3 years or deferral option Quinquennial Review (5 year mandatory review) Overlapping steps = lateral promotion
	II	2		
	III	2		
	IV	3	Overlapping steps	
	V	3	Overlapping steps	
Professor	I	3		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)
	II	3		
	III	3		
	IV	3		
	V	Open step	Big Step	
	VI	Open step		
	VII	Open step		
	VIII	Open step		
	IX	Open step	Big Step	
	A/S	Open step		

Types of Reviews

- › Merit (accomplishments since last advance)
- › Reappointment of Assistant Professors
- › 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
 - › Decanal Review
 - › Senate Committee on Academic Personnel (CAP) Review
 - › Vice Provost for Academic Personnel (VPAP) Review
 - › Executive Vice Chancellor & Provost (EVCP) Final Decision

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

Levels of Review

- › Reappointments of Assistant Professor – Possible Outcomes:
Approved, Denied
 - › Department Recommendation/Chair
 - › Decanal Review
 - › CAP Review
 - › VPAP/EVCP Review
 - › EVCP 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)
 - › Decanal Review
 - › CAP Review
 - › VPAP / EVCP 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)
 - › Decanal Review
 - › CAP Review
 - › VPAP / EVCP Review
 - › EVCP 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
 - › Decanal Review
 - › CAP Review
 - › VPAP / EVCP review
 - › EVCP 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
 - › Decanal 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>

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