# New Faculty Orientation

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# 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 | **Big Step** |
| | VI | Open step | |
| | VII | Open step | |
| | VIII | Open step | |
| | IX | Open step | **Big 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)

# Types of Reviews

›   Merit (accomplishments since last advance)

›   Reaapointment 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** – 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** – Outcomes: Positive, Qualified Positive, Negative
>> (no change in salary)

>> Department Recommendation / Chair

>> Decanal Review

>> CAP Review

>> VPAP Final Decision

# Levels of Review

> Promotions – 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) – 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** – 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** – Outcomes: Satisfactory, Satisfactory with Qualifications, Unsatisfactory

- › Department Recommendation / Chair
- › Decanal Review
- › CAP Review
- › VPAP Final Decision

# Levels of Review

> **Reappointments of Assistant Professor** – Outcomes: Approved, Denied

> > Department Recommendation/Chair

> > Decanal Review

> > CAP Review

> > VPAP/EVCP Review

> > EVCP Final Decision for Reappointment

> > Chancellor Final Decision for Non-Reappointment

# 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

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