# Ladder Rank Structure

<table>
<thead>
<tr>
<th>Rank</th>
<th>Step</th>
<th>Years at Step</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assistant Professor</strong></td>
<td>I</td>
<td>2</td>
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<tr>
<td></td>
<td>II</td>
<td>2</td>
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<tr>
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<td>III</td>
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<tr>
<td></td>
<td>IV</td>
<td>2</td>
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<tr>
<td></td>
<td>V</td>
<td>2 Overlapping steps</td>
</tr>
<tr>
<td></td>
<td>VI</td>
<td>2 Overlapping steps</td>
</tr>
<tr>
<td><strong>Professor</strong></td>
<td>I</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>II</td>
<td>3</td>
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<tr>
<td></td>
<td>III</td>
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<tr>
<td></td>
<td>IV</td>
<td>3</td>
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<tr>
<td></td>
<td>V</td>
<td>Open step</td>
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<tr>
<td></td>
<td>VI</td>
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<td></td>
<td>VII</td>
<td>Open step</td>
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<tr>
<td></td>
<td>VIII</td>
<td>Open step</td>
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<tr>
<td></td>
<td>IX</td>
<td>Open step</td>
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<tr>
<td></td>
<td>A/S</td>
<td>Open step</td>
</tr>
</tbody>
</table>

**Notes:**
- 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)
- 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** – 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](http://www.ucop.edu/acadpersonnel/apm/apm-210.pdf)
  - Teaching
  - Research & Other Creative Work
  - Professional Activity
  - University & Public
- The [APM](http://www.ucop.edu/acadpersonnel/apm/sec2-pdf.html) is a UC policy manual.

Links:
- [http://www.ucop.edu/acadpersonnel/apm/sec2-pdf.html](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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