New Faculty Orientation
Wednesday, September 19, 2012

David F. Bocian
Vice Provost for Academic Personnel
# Ladder Rank Structure

<table>
<thead>
<tr>
<th>Rank</th>
<th>Step</th>
<th>Years at Step</th>
<th>Details</th>
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</thead>
<tbody>
<tr>
<td>Assistant</td>
<td>I</td>
<td>2</td>
<td>Review every 2 years</td>
</tr>
<tr>
<td>Professor</td>
<td>II</td>
<td>2</td>
<td>Appraisal after 5th year</td>
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<tr>
<td></td>
<td>III</td>
<td>2</td>
<td>Mandatory 7th year tenure review</td>
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<tr>
<td></td>
<td>IV</td>
<td>2</td>
<td>Overlapping steps = lateral promotion</td>
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<tr>
<td></td>
<td>V</td>
<td>2 Overlapping steps</td>
<td></td>
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<tr>
<td></td>
<td>VI</td>
<td>2 Overlapping steps</td>
<td></td>
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<tr>
<td>Associate</td>
<td>I</td>
<td>2</td>
<td>Review every 2 or 3 years or deferral option</td>
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<tr>
<td>Professor</td>
<td>II</td>
<td>2</td>
<td>Quinquennial Review (5 year mandatory review)</td>
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<tr>
<td></td>
<td>III</td>
<td>2</td>
<td>Overlapping steps = lateral promotion</td>
</tr>
<tr>
<td></td>
<td>IV</td>
<td>3 Overlapping steps</td>
<td></td>
</tr>
<tr>
<td></td>
<td>V</td>
<td>3 Overlapping steps</td>
<td></td>
</tr>
<tr>
<td>Professor</td>
<td>I</td>
<td>3</td>
<td>Review every 3 years or deferral option</td>
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<tr>
<td></td>
<td>II</td>
<td>3</td>
<td>Open steps – no requirement for deferral</td>
</tr>
<tr>
<td></td>
<td>III</td>
<td>3</td>
<td>Advancement to VI and A/S (A/S, “Distinguished Professor”)</td>
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<tr>
<td></td>
<td>IV</td>
<td>3</td>
<td>Quinquennial Review (5 year mandatory review)</td>
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<tr>
<td></td>
<td>V</td>
<td>Open step</td>
<td></td>
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<tr>
<td></td>
<td>VI</td>
<td>Open step</td>
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<tr>
<td></td>
<td>VII</td>
<td>Open step</td>
<td></td>
</tr>
<tr>
<td></td>
<td>VIII</td>
<td>Open step</td>
<td></td>
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<tr>
<td></td>
<td>IX</td>
<td>Open step</td>
<td></td>
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<tr>
<td></td>
<td>A/S</td>
<td>Open step</td>
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</table>
Types of Reviews

- Merit (accomplishments since last advance)
- Reappointment of Assistant Professors
- 5\textsuperscript{th} 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

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
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
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
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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