New Faculty Orientation
Friday, September 20, 2013

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>
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<tbody>
<tr>
<td>Assistant</td>
<td>I</td>
<td>2</td>
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<tr>
<td>Professor</td>
<td>II</td>
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<td>III</td>
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<td></td>
<td>V</td>
<td>2 Overlapping steps</td>
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<td>VI</td>
<td>2 Overlapping steps</td>
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<tr>
<td>Associate</td>
<td>I</td>
<td>2</td>
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<tr>
<td>Professor</td>
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<tr>
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<td>III</td>
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<td>IV</td>
<td>3 Overlapping steps</td>
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<tr>
<td></td>
<td>V</td>
<td>3 Overlapping steps</td>
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<tr>
<td>Professor</td>
<td>I</td>
<td>3</td>
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<td>II</td>
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<td>V</td>
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<td>VI</td>
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<td>VII</td>
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<td>VIII</td>
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<td>IX</td>
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<td></td>
<td>A/S</td>
<td>Open step</td>
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<td></td>
<td>A/S</td>
<td>Open step</td>
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- **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 – 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](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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