UNIVERSITY OF CALIFORNIA, DAVIS: MERITS & PROMOTIONS

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Welcome to University of California

University of California evaluates faculty more frequently than any other university system in the world.

- Every two years at Assistant and Associate ranks
- Every three years Professor I through Professor VIII
- Every four years Professor Above Scale and beyond

Positives:

- More frequent prompts for self-evaluation
- More collegial feedback
- Use that feedback!

Negative?

- Some argue they would be even more famous if they had a paper for every merit packet they developed!
Essentials for Success

- Know your career goals
- How do they mesh with the missions of the school?
- Understand your academic series:
  - How does it contribute to the school’s missions?
  - What are criteria for advancement in your series?
- Know how merits and promotions work
- Know where to go for advice, help, and training – then go get it!
Three Series Have a Primary Focus on Research

Ladder-Rank (Regular)
- Only series with tenure
- State salary funds (19900) for instruction and research
- Academic Senate

In-Residence - may have clinical & research duties
- No state funds, no tenure (1-3 yr. re-appointment)
- Academic Senate

Adjunct – typically research-only faculty
- No state funds, no tenure (annual re-appointment)
- Academic Federation
Academic Series: Primary Focus on Clinical Service

Clinical __ (or Clinical X):
- No state salary funds
- No tenure (1-3 yr. re-appointment)
- Academic Senate membership

Health Sciences Clinical Professor Series
- No state salary funds
- No tenure (1-3 yr. re-appointment)
- Academic Federation
Academic Series: Primary Focus on Clinical Service

- **Clinical work:** major time commitment (up to 80%)
- **Teaching:** chiefly clinical, may include classroom, discussion group, lab
- **Department, School, University, Profession, Community Service:** required
- **Research/creative/scholarly:**
  - **Clinical X:** scholarship required: translational research, integrative, clinical trials, health services, case series, or bench research. Reviews, book chapters, teaching papers valued. Critical: Must demonstrate independence
  - **Health Sciences Clinical Professor (HSCP):** new change to APM 278 – creative/scholarly work is part of the series.
What is the Academic ladder?

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<th>Assistant Professor</th>
<th>Associate Professor</th>
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Academic Ladder: Overlaps

<table>
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<tr>
<th>Associate Professor</th>
<th>Professor</th>
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<td>• Step I</td>
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<td>• Step III-V</td>
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<td>• Step VI Barrier Step</td>
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<td>• Step (X) Above Scale</td>
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• Barrier Steps: Assistant to Associate, Associate to (Full) Professor
• Professor Step IX- Above Scale (PVI no longer a “barrier step”)

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Merit and Promotion Process

Merit reviews:

• Every 2 years for Assistant and Associate Professors
• Every 3 years for Professors
• Merit advancement includes an increase in the base salary (used to calculate retirement), and is associated with a change in Step
• Process is excellent source of feedback; seek CAP, FPC comments

Promotions:

• To Associate Professor must occur within 7 years at Assistant Professor level
• Promotion to Professor usually occurs from Associate Professor, Step III to Professor, Step I
Step Plus Process

- Review every two years at Assistant and Associate
- Review every three years Associate IV through Professor IX
- Review every four years thereafter
- Deferrals must be within the 7-year period for Assistant Professors
- Clock can stop for child-bearing, adoption, significant illness
- Acceleration in time for promotion OR step plus, but not both *new
Manage Nominee In Voting System

Vote Listing Preview

Faculty Member: [redacted]
Action: step plus
Current Rank/Step: [redacted]
Proposed Rank/Step: [redacted]
Effective Date (when action will be effective): 07/01/2015
Voting Due Date (when voting ends): 10/01/2016

Seminar Presentation:

Attached Dossier Documents:

- Yes - 1 step
- Yes - 1.5 steps (additional .5 step)
- Yes - 2 steps (additional 1 step)
- No (comments are required for this selection)
- Abstain

Comments:
Evaluation Criteria for all Levels

Research
• Impact, Independence, Peer-review, Dissemination

Teaching
• Quality, Effectiveness (Evaluations), Quantity
• Seek evaluations of all teaching roles!

Clinical Service
• Professional Competence, Board Certification, Recognition among peers, Leadership in discipline

Contributions to Diversity
• Outcomes, Impact, Role, Influence, Visibility

Department, School, University, Profession, Community Service
• Outcomes, Role, Influence, Visibility
Academic Personnel Process: Reviewers

- Your department – vote
- Office of Academic Personnel reviews
- Packet is “perfected”
- Sent to School of Medicine Faculty Personnel Committee (FPC) for merits
- Sent to Associate Dean for Academic Personnel if it is going to Committee on Academic Personnel (CAP)
Role of FPC and CAP in the Personnel Process

- The only committees that see all personnel files
- Charged with maintaining equity within school/ across campus
- Recommendations based solely on academic criteria and on the materials presented
CAP and FPC

Committees of Academic Personnel
- 9 members, including 2 from SOM
- >30% of cases considered are SOM
- Handles all promotions, merits to Associate IV or V, as well as Professor, Step VI or Professor, Above Scale (equivalent to Step X) or higher

Faculty Personnel Committee
- Actually considered a subcommittee of CAP
- Composed of 9 med school faculty at rank of Professor or above
- Handles all actions for HSCP
Tip

Show evidence of having met the criteria for advancement in each mission
- Quantity, quality, significance and impact
- Highlight accomplishments rather than promise
- Describe your leadership role if it is not obvious (example: first author is a trainee)

This is often best accomplished in your candidate statement
- Your voice makes you a real person to the review committee
- Committee reviews the information you provide
Let Us Help You!

People to talk to:

- Colleen Clancy, Ph.D., Associate Vice Chancellor for Academic Personnel
- Brent Seifert, J.D., Assistant Dean of Academic Personnel
- Hendry Ton, M.D., Associate Dean for Faculty Development and Diversity
- Amparo Villablanca M.D., Director of Women in Medicine and Health Sciences (WIMHS)
- Julie Schweitzer, Ph.D., Mentoring Academy Director

Contact any of us at 916-734-4610
Faculty Development

Cheryl Busman (916) 703-9230

Look for info on programs:
- http://www.ucdmc.ucdavis.edu/facultydev/
- Faculty Development Newsletter (quarterly)
- E-mail announcements

Examples:
- Interprofessional Teaching Scholars Program
- Leadership Programs
- Mentoring Workshops
- Annual Grant Writing Workshop
- One time offerings