GETTING PROMOTED FOR MID-CAREER FACULTY
TUESDAY, OCTOBER 25, 2016
Andrew Ries, M.D., M.P.H.
Associate Vice Chancellor, HS Academic Affairs
Professor of Medicine and Family Medicine and Public Health
Principles of Faculty Appointments at UCSD

• Shared governance

• Regular peer review: based on academic merit

• Accountability (peers, department, school, university, state, public)
Regular Academic Review

- Term appointments with end-dates (few “tenured”)
  - Reappointment necessary, academic advancement optional
  - Deadlines are important
- Peer review process – department, school, campus
- Academic review independent of salary
- Areas of academic review: research/scholarship, teaching, service, clinical (if applicable)
  - Emphasis based on job description (research or clinical)
  - All faculty must teach UCSD students/trainees and provide service to the University
Academic Affairs Issues

• UC system is complicated
  • 6 salaried series (LR, IR, Clin “X”, Adj, HS Clin, Prof Practice)
  • 3 voluntary/nonsalaried titles (Adj, HS Clin, Vol Clin)
  • 3 academic (research) series (Res/Proj Sci, Specialist)

• Match job description with series
  • Change is possible (if appropriate) – new appointment

• Frequent academic review
  • Associate Professors: q2 years
  • Professors: q3-4 years

• Actions in the review
  • Reappointment (if end-date)
  • Merit advancement/promotion

• Long lead time (up to 15 mos.)
Academic Resource Center (ARC)

• Provides administrative support services for faculty, academics, scholars
  • Department liaisons for
    • Recruitment
    • Scholars
    • Reviews & New Appointments
    • Personnel Administration
    • Compensation and Timekeeping

• Mission:
  Provide expert, timely service and objective advice for faculty, academics, and scholars as they work to fulfill the UCSD mission of groundbreaking research, inspired teaching, and clinical service.
# Rank and Steps

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<tr>
<th>Assistant</th>
<th>Step 1</th>
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Above Scale

PROMOTION
Up to 7 Levels of Academic Review

- Division (in larger departments)
- Department committee (optional) – e.g., DOM CAP
- Department: SOM Chair (or SSPPS Dean)
- School committee
  - SOM CAP for Clinical series (HS Clinical, Clinical “X”)
  - SSPPS CAP for SSPPS faculty
- Vice Chancellor Health Sciences (AVC/AA)
  - Final authority for HS Clinical series
- Campus CAP
- Executive Vice Chancellor
  - Final authority for LR, IR, Clin “X”, Adj series
Is Academic Title Important?

It depends on who you ask and point of view/values

• **NO**
  - Pay and job description are what matters
  - Irrelevant outside UC

• **YES**
  - Different (“ stricter”) criteria for advancement
  - Status within UC
  - Academic Senate membership
  - Represents stronger commitment
    (e.g., full-time requirement, ? resources)
  - ? Grant reviews

**Keys:** Know the different series and criteria for advancement, match job description to series
Promotion Issues for Mid-Level Faculty

• Same criteria but MORE
• You are responsible
• Anticipate and address problems
• Who judges you?
  • Don’t expect reviewers to know what you do
• Referees (wider sphere of influence expected)
• Teaching matters – quantity and quality
• University service/citizenship is important
• Scholarly/creative activity in HS Clinical series
• Change in series - ? Academic Senate membership
  • Usually at Associate rank
Common Mistakes/Misunderstandings

- Merits are not automatic
- Career reviews require ongoing productivity
- Avoid off-cycle reviews
- Role in collaborative research not clearly described
- Accelerations
  - Increasingly difficult at higher steps
  - Not adequately justified
  - Be careful if combined with career review
- Inappropriate referees (and inappropriate contact)
- Academic advancement review is optional
Important Health Sciences Contact Information

Office of Academic Affairs
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  e vhsasa@ucsd.edu

Academic Resource Center (ARC)
  t 619-543-2222
  e arcrequest@ucsd.edu

Office of Faculty Affairs
  t 619-543-3274
  e hsfacaffairs@ucsd.edu
  w hsfacultyaffairs.ucsd.edu
# Question & Answer Panel

**Moderator:** Andrew Ries, M.D., M.P.H.

<table>
<thead>
<tr>
<th>Maripat Corr, M.D.</th>
<th>Kim James</th>
<th>Robert Ross, M.D.</th>
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<tbody>
<tr>
<td>Professor of Medicine</td>
<td>Operations Manager, Reviews</td>
<td>Assistant Vice Chancellor, HS Academic Affairs</td>
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<tr>
<td>Former CAP Member</td>
<td>Academic Resource Center</td>
<td>Professor of Medicine</td>
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<th>Jessica Wang-Rodriguez, M.D.</th>
<th>Julia Partridge</th>
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<td>Professor of Pathology</td>
<td>Senior Admin Analyst</td>
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