GETTING PROMOTED FOR MID-CAREER FACULTY
TUESDAY, OCTOBER 10, 2017
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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 faculty series (LR, In Res, Clin “X”, Adj, HS Clin, Prof Practice)
  - 3 voluntary/nonsalaried faculty titles (Adj, HS Clin, Vol Clin)
  - 4 non-faculty academic series (Research/Project Scientist, Specialist, Academic Coordinator)

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

- Frequent academic review
  - Associate Professors: q2 years (q3 years at Steps IV and V)
  - Professors: q3-4 years

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

- Long lead time (up to 15 mos.)
# Ranks and Steps

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Academic Resource Center (ARC)

- 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.
Up to 8 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 (EVC)
  • Final authority for LR, IR, Clin “X”, Adj, Prof of Practice
• Chancellor
  • Final authority for all actions conferring tenure and “Above Scale”
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

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Panel Discussion

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

**Maripat Corr, M.D.**
Professor of Medicine
Former CAP Member

**Douglas Conrad, M.D.**
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