Agenda

• Welcome & Introduction
  – JoAnn Trejo, PhD, MBA
    Associate Dean, HS Faculty Affairs
    Professor, Department of Pharmacology

• Getting Promoted Presentation
  – Andrew Ries, MD, MPH
    Associate Vice Chancellor, HS Academic Affairs
    Professor, Department of Medicine and
    Family Medicine and Public Health

• Panel Discussion: Q & A
Getting Promoted for Junior Faculty
January 23, 2018

Andrew Ries, MD, MPH
Associate Vice Chancellor for HS Academic Affairs
Professor, Department Medicine and Family Medicine and Public Health

Where discoveries are delivered.SM
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”)
• 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 of Practice)
  - 3 voluntary/nonsalaried titles (Adj, HS Clin, Vol Clin)
  - 3 academic (research) series (Res Sci, Proj Sci, Specialist)

• Match job description with series
  - Change is possible (when appropriate)

• Frequent academic review - q2+ years
  - # Academic years = # June 30ths

• Long lead time (up to 15 mos)
Assistant Professor Reviews

- Limitation on Total Period of Service = 8 years
- Promotion review can occur whenever ready
- Review every 2 years:
  - Reappointment/Non-Reappointment
  - Merit advancement/No change
- 4th year Appraisal (Favorable, Favorable with Reservation, Problematic, or Unfavorable)
  - If Unfavorable, ? termination
- 6th year
  - Usual time for Promotion Review
  - If not, Final Merit Review (justification for postponement)
- Latest Promotion Review
  - 7th year for Senate series (Ladder Rank, In Residence, Clinical “X”)
    - If promotion denied, terminal appointment with 12-month notice
    - Can appeal termination in 8th year
    - If promotion denied, no UC faculty appointment for 5 years
  - Can be delayed to 8th year (July 1) for Non-Senate (Adjunct, HS Clinical)
# Ranks and Steps

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<th>ASSISTANT</th>
<th>Step</th>
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<th>2</th>
<th>3</th>
<th>4</th>
<th>5*</th>
<th>6*</th>
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<td>ASSOCIATE</td>
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* Above Scale
Is Academic Series Important?

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

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

• **YES**
  – Different criteria for advancement
  – Status within UC
  – Academic Senate membership
  – ? Grant reviews

Keys: know your series, understand your job description and criteria for advancement, participate in academic review
Up to 7 Levels of Academic Review

- Division (in larger departments)
- Department committee (optional) – e.g., DOMCAP
- Department: SOM Chair (or SSPPS Dean)
- School committee
  - SOMCAP for clinical faculty (HS Clinical, Clinical “X”)
  - SSPPS CAP for SSPPS faculty
- Vice Chancellor Health Sciences (AVCAA)
  - Final authority for HS Clinical, Research Scientists, and Project Scientists
- Campus CAP/PSSRP (dependent on series)
- Executive Vice Chancellor
  - Final authority for LR, IR, Clin “X”, Adj, and Prof of Practice series
Key Points for Academic Review

• You are responsible
• Anticipate (and address) problems
• Respect deadlines
• Who judges you?
  – Don’t expect reviewers to know you
• Independence: key for promotion
  – Referees, PI, authorship, role in collaborative work
• Teaching matters
• University citizenship is important
• Seek guidance, pay attention to feedback
• Scholarly/creative activity in HS Clinical series
Academic Affairs
Academic Resource Center (ARC)

• Administrative support services for faculty, academics, scholars
  – Department liaisons for:
    • Recruitments
    • Appointments
    • Reviews
    • 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.
## Workshops and Special Events for Health Sciences Faculty
### Spring 2018

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<tr>
<th>Date</th>
<th>Workshops &amp; Events</th>
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<tbody>
<tr>
<td>February 22, 2018</td>
<td><strong>Hiring Staff in Academic Medicine</strong>&lt;br&gt;Time: 5:00 – 6:30PM&lt;br&gt;Location: Leichtag 107</td>
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<td>March 7, 2018</td>
<td><strong>Millennials and iGen: Understanding and Managing the Generational Divide</strong>&lt;br&gt;Time: 5:00 – 7:00PM&lt;br&gt;Location: SOM Campus - TBA</td>
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<td>March 21, 2018</td>
<td><strong>UC Retirement for Health Sciences Faculty</strong>&lt;br&gt;Time: 5:00 – 6:30PM&lt;br&gt;Location: Leichtag 107</td>
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<td>April 26, 2018</td>
<td><strong>UC Compensation: The ABCs of XYZ</strong>&lt;br&gt;Time: 5:00 – 6:30PM&lt;br&gt;Location: Leichtag 107</td>
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<td>May 10, 2018</td>
<td><strong>6th Annual Celebration of UC San Diego Health Sciences Women Faculty</strong>&lt;br&gt;Time: 5:00 – 8:00PM&lt;br&gt;Location: Ida and Cecil Green Faculty Club</td>
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Contact Information

• Health Sciences Office of Academic Affairs
  – 619-543-2021
  – vchscsaa@ucsd.edu
  – http://som.ucsd.edu/academic-affairs

• Health Sciences Office of Faculty Affairs
  – hsfacaffairs@ucsd.edu
  – http://hsfacultyaffairs.ucsd.edu
Panel Discussion

Moderator: Andrew Ries, MD, MPH

Mary P. Corr, MD
Professor, Department of Medicine
Former CAP Member

Kim James
Operations Manager
Health Sciences Academic Resource Center, Reviews and New Appointments Unit

Julia Partridge
Operations Manager
Office of the Vice Chancellor Health Sciences, Academic Affairs

Robert Ross, MD
Assistant Vice Chancellor, HS Academic Affairs
Professor In Residence, Department of Medicine

Douglas Conrad, M.D.
Professor of Medicine
SOMCAP Member