Brown Bag on Merit Advancement

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USCF School of Nursing
(Slides courtesy of Brian Alldredge and Sally Marshall)
Official Policies

• UCSF
  Policies
  http://academicaffairs.ucsf.edu/academic-personnel/appointment-advancement-reviews/

• UC system
  Academic Personnel Manual
  http://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/index.html
Details all faculty should know

- Series, rank, step
- Salary, covered compensation, sources of $, comp plan
- Responsibilities
  - % time research – protected time
  - % teaching, % clinical practice
  - Service required
- Support
  - Space
  - Mentoring
  - Equipment, facilities for research
  - Administrative/clerical support
  - Benefits, parking
Details all faculty should know

• Where to find important information other than myself or your Chair

• [http://academicaffairs.ucsf.edu/academic-personnel/appointment-advancement-reviews/](http://academicaffairs.ucsf.edu/academic-personnel/appointment-advancement-reviews/)

• Here you can find: the APM (Academic Personnel Manual), the Criteria for Advancement, How to evaluate contributions to diversity, Departmental voting rights and more
UCSF Faculty Appointments

- **Series**
  - 5 - UC is different from most universities

- **Rank**
  - Assistant, Associate, Professor

- **Step**
  - Assistant I to VI
  - Associate I to V
  - Professor I to IX and Above Scale
  - 21 total levels
UCSF Faculty Series (paid)

• Academic Senate members
  – Professor – ladder rank – tenure track
  – Professor In Residence
  – Professor of Clinical X
• Non-Senate
  – Adjunct Professor
  – Health Sciences Clinical Professor
• (Non-faculty academic)
  – (Research Scientist)
What is expected?

<table>
<thead>
<tr>
<th></th>
<th>Professor</th>
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<th>Clinical X</th>
<th>Adjunct</th>
<th>HS Clinical</th>
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</thead>
<tbody>
<tr>
<td>Teaching/mentoring</td>
<td>+++</td>
<td>+++</td>
<td>+++</td>
<td>+*</td>
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</tr>
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* One or more components must be +++
What is merit advancement?

• Merit is not a cost-of-living adjustment
• Merit is not a promotion from one rank to another
• Merit is academic advancement within the step system
  – Assistant and Associate – every 2 years
  – Professor – every 3 years
• What is expected?
What is expected?

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What is acceleration?

• Exceptional performance in one area
  – Prestigious competitive grant
  – Professional service award
  – Sustained level of outstanding achievement
  – Unusual productivity
  – Extraordinary service – administrative, innovative program, 3 year service on major committee (e.g. IACUC/CHR)

• Meet all other expectations for action
• Retention strategy
Types of acceleration

• Acceleration in time
  – Assistant and Associate – after 1 year
    • 2 years work in one year
  – Professor – after 2 years
    • 3 years work in 2 years
• Acceleration in step
  – Associate Professor II to IV
    • 4 years work in 2 years
  – Professor II to IV
    • 6 years work in 3 years
How Can Advance Help Me?

- Does Advance help me to be proactive about my merit and promotion trajectories?

- YES!
ADVANCE

Faculty Information System
• A resource for academic career information
• Online tool to facilitate the appointment, merit and promotion process
• NIH Biosketch

Goals
• Reduce the time for the review
• Increase transparency of the appointment/advancement process
• Enable a search of faculty data

How?
Myaccess.ucsf.edu
Click on Advance
## All Apps

<table>
<thead>
<tr>
<th>App Name</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advance</td>
<td>Academic Appointment and Advancement</td>
</tr>
<tr>
<td>ART System (Application, Review &amp; Tracking)</td>
<td>Online Application Review &amp; Tracking System (brought by reviewers).</td>
</tr>
<tr>
<td>At Your Service Online</td>
<td>UCOP AYSO Benefits - Please visit Opt-In Document (<a href="http://its.ucsf.edu/idm/myaccess/help/ayso_instructions">http://its.ucsf.edu/idm/myaccess/help/ayso_instructions</a>).</td>
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My academic appointments

HS Associate Clinical Professor, Step 3 (Primary, 100%)
Department of Neurological Surgery

HS Associate Clinical Professor WOS (Joint)
Cancer Research Institute

HS Associate Clinical Professor WOS (Joint)
Proctor Foundation

What is my next eligible action?

Merit, effective 7/1/12
This action is calculated from your current Series, Rank, and Step, and may be superseded by a current action described on the Packet tracking page.

Questions? Inaccuracies?
Your contact is Rick Martin, Associate Department Administrator; Department of Neurological Surgery.
rick.martin@ucsf.edu - (415) 789-1234 extension 302
Packet tracking page

John H. Smith (UCSF ID: 023334455)

Where is my packet?
- Promotion, effective 7/1/09
- ✔️ Received by Dean’s office (9/3/08)
- ___ Received by VPAA (in progress)
- ___ VPAA Decision

My packet history

<table>
<thead>
<tr>
<th>Action</th>
<th>Effective date</th>
<th>Status</th>
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<tbody>
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<td>Merit</td>
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<tr>
<td>Promotion</td>
<td>7/1/03</td>
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<tr>
<td>Promotion</td>
<td>7/1/02</td>
<td>Modify</td>
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Questions? Inaccuracies?
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rick.martin@ucsf.edu - (415) 789-1234 extension 302
• Know the UC policies and procedures
• Check your progress in Advance
• Know the policies and procedures within your academic department
  – Department faculty members have the ability to establish specific departmental criteria
    • These criteria need to be sent to CAP
Academic Advancement

Criteria
- Teaching and mentoring
- Research & other creative activities
- Professional competence
- University & public service

Weighting of Criteria
- Series-dependent
- Department-defined

Accelerations are possible
- Major grant or award
- Significant new duties
Contribute with distinction in
- Teaching
- Research
- Professional competence (clinical if applicable)
- Service (University, professional, public)
Evaluation of Teaching

Direct Teaching
- Professional students
- Graduate students
- Residents, fellows

Course / Program Administration
Advising and mentoring (including other faculty)

Data sources
- CV (quantity of teaching)
- Structured evaluations of teaching
- Letters
Evaluating Research

Productivity
- Original peer-reviewed publications / dissemination
- Progression / trajectory

Independent Contributions
- Authorship (first or senior author)
- Principal investigator
- Collaborative research contributions – essential, creative and unique contributions

Significance
- Funding sources (competitive extramural support)
- Quality of journal publications
- Thematic focus
- Letters of support (credentials of evaluator)
Evaluating Professional Competence

Professional Capabilities
- Peer evaluations
- Trainee assessments
- Board certification / recertification

Invited Presentations / Publications
Editorial / Reviewer Activities
Grants Review
Professional Organization Activities
Honors and Awards
Evaluating Service

University Service
- Department / Programs
- School
- Academic Senate
- System-wide

Professional Service
- Professional society or publication service

Community / Public Service

Diversity/Equal Opportunity
Outstanding
- Clinical competence
- Teaching
- Service
“An appointee is expected to participate in investigation in basic, applied, or clinical sciences. In order to be appointed or promoted to the Associate or full Professor rank, an appointee shall have made a significant contribution to knowledge or practice in the field. The appointee’s creative work shall have been disseminated, for example, in a body of publications, in teaching materials used in other institutions, or in improvements or innovations in professional practice which have been adopted elsewhere.”
HEALTH SCIENCES CLINICAL SERIES

Creative activity “encouraged”
See Departmental Guidelines

Outstanding
- Clinical competence
- Teaching
- Service
ADJUNCT SERIES

Teaching  OR  Research

Research  OR  Teaching

Teaching  Research
When does CAP get involved?

Appointments
Appraisals
Promotions
Professor Step V to VI
Above Scale
When does CAP get involved?

- 5 Year reviews
- Career reviews
- Merit reviews
  - When a disagreement occurs
  - Faculty have the right to have an on time review
Summary

• Know your series and what is required
• Have good mentors and use them
• Seek collaborators and help when needed
• Be outstanding in what is required in your series whether this is: teaching, research, professional competence, service
• Be successful!