ACADEMIC PERSONNEL POLICIES:

RECOGNITION FOR INTERDISCIPLINARY WORK

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The Review Cycle:
Ranks and Steps at UC

Assistant Professor
8 Years-6 Steps, but only 4 are used

Associate Professor
6 Years-5 steps but only 3 are used

Full Professor
30+ Years-10 steps

Areas that are Evaluated

- Creative academic activity and research. This can take many forms that depend highly on the discipline

- Teaching

- Service

- Contributions to diversity

How Faculty are Evaluated

- Initial evaluation and recommendation in the department

- Dean then evaluates after the department. Some reviews are considered dean's finals and the review stops there. These are typically step advancements. For other reviews the dean's recommendation goes to the Academic Personnel Office.

- Major reviews, assistant to associate (tenure), associate to full, full-step VI and full-step 10 go to the Council on Academic Personnel for recommendation

- The Council on Academic Personnel sends its recommendation to the Vice Chancellor for Academic personnel for the final decision.

Interdisciplinary Research

- Collaborations strongly encouraged

- Multidisciplinary approaches characterize modern science as well as other fields

- Evidence for specific contribution

- Forms of collaboration leading to co-authorship

- Identify, fully delineate, and specifically assess the specific intellectual and creative role in multidisciplinary work

  - Supporting documents can include the candidate's self-statement

  - Chair' letter and the ad hoc committee report

  - Annotation of publications in bibliography to show contribution

- Use the Self-Statement to explain goals and describe them within the context of the field

Self-Statements

- Documents in the file are read by multiple audiences, some of whom will not be familiar with your field of expertise

- Make an effort to explain your accomplishments in words and concepts that can be understood by all

- Emphasize the importance of the research, the major questions it addresses, and how it fits into a broader context.

- Be honest - a self statement that exaggerates accomplishments and brushes away weaknesses may be dismissed by reviewers.

- Explain why issues raised are important rather than concentrating on details in results

- Be brief if possible