

## Selected Highlights of Changes to AY22-23 CALL

July 18, 2022

1. Improved guidance on COVID impact statements (see Addendum)
2. Updates to COVID-IMPACTED outcomes and retroactive promotion salary increase to reflect that 2 year period of pandemic (see Addendum)
3. Simplified language around accelerations (section II.A.4.b)
4. Modifications to Review Criteria (section II.A.5)
  - a. Expand book chapter accommodation for use at barrier step quinquennials
  - b. Optional mentorship statement to build out teaching and mentoring contributions
  - c. Clarifying edits around DEI contributions
  - d. Clarifying edit around grant achievements
  - e. Included verbiage from UC Provost Michael Brown's April 2022 letter about recognizing innovation transfer and entrepreneurship in the AP review process
  - f. Inserted language around recognizing curriculum development and maintenance as contributions to teaching.
5. Addition of new Life Event Outcome Review (section II.A.6)
6. Clarifications around Advance to VI and Promotions
  - a. In the case of promotions and advancement to VI, the candidate may wish indicate if placement at a higher than normal step should be reviewed and voted upon. In such a case, the candidate should provide justification for the higher placement in their self-statement.
  - b. Text added to solicitation letters, "In addition, we would value an assessment of \_\_\_\_\_'s relative standing in their field. It would be most helpful if you could compare their research accomplishments with those of other scholars of similar experience and rank in the same discipline and comment on if/how the accomplishments meet, exceed, or far exceed those of the comparable scholars."
7. Clarification to Career Reviews (section II.B.6)
  - a. Career Reviews are not used for Promotions, Advance to VI, or Advance to A/S reviews. In those cases, candidate should follow the procedures described in the appropriate sub-section of section B.
8. Clarification around O/S salary (section II.B.10)
  - a. Clarity that new O/S is always ½ step salary increase
  - b. Clarity around how DEI contributions impact new O/S
  - c. Clarity of new O/S for Assistant VI cases
  - d. If additional off-scale is proposed by the Dean, the file is not sent back to the Department.
9. Change to Dean's Letters (section III.I)
  - a. Eliminate need for a letter if the Dean concurs with additional O/S as part of a normative time one-step merit advance.
10. Changes to Minority Reports (section III.O)
  - a. A redacted version of the minority report is provided as an addendum to the department letter.

- b. The candidate will be able to review and discuss with the chair the un-redacted finalized department letter and any redacted minority reports after the period for submission of minority reports is expired.

11. Additional Guidance on Self-Statement (section III.T)

- a. In the case of promotions and advancement to VI, the candidate may wish indicate if placement at a higher than normal step should be reviewed and voted upon. In such a case, the candidate should provide justification for the higher placement in their self-statement.

12. Clarifications around Teaching Evaluations (section III.U)

- a. Per APM-210 at least two kinds of evidence for teaching quality should be included with each file. Evidence in the file pertaining to mentoring constitute one source of evidence, and might include, for example, the use of an optional one-page mentorship statement (see section V below) as a supplement to the enumeration of mentoring roles in the file.
- b. Student evaluations from most, if not all, of the courses taught by the candidate are typically the second source of evidence. If the candidate does not provide student evaluations for specific courses, they must discuss the reasons why with the Chair so that they can be adequately explained in the department letter.
- c. If the candidate chooses not to provide any student evaluations in the file, they must otherwise provide an adequate source of evidence from among the options presented in APM-210. It is strongly recommended that some type of student feedback be included as evidence.

13. Addition of optional Mentorship Statement (section III.V)

14. Additional use for Department Research and Creative Work Statements (section III.Y)

- a. Individual departments should discuss and vote on the option to allow candidates to include the department research and creative work statement with the solicitations of external letters.