

June 18, 2014

Advisory to Deans #AA2014-04

**DEANS, EXECUTIVE ASSOCIATE DEANS, ASSOCIATE DEANS, ASSISTANT DEANS, DEPARTMENT CHAIRS,
AND ACADEMIC PERSONNEL ANALYSTS**

Re: Faculty Upgrade Requests for 2014-2015 Ladder Rank Recruitments

Dear Colleagues,

In recognition of the many faculty recruitments anticipated in the forthcoming academic year, we would like to provide you with guidance about how Academic Affairs can help you obtain expeditious approval for searches when departments aspire to hire ladder faculty above the Assistant Professor rank. Experience proves that competition for top faculty candidates is fierce, and acting purposefully and swiftly to advertise, interview, and make offers is integral to recruitment success.

Although applicant pools for Assistant Professorships tend to be more diverse than those at other ranks, we recognize this is not uniformly the case. Moreover, we appreciate that there are sometimes compelling justifications for expanding the applicant pool beyond Assistant Professors, always maintaining the same requisite rigorous standards of excellence, yet without compromising our ability to choose from the widest possible pool of applicants. We are receptive to and welcome such well-reasoned requests to justify upgrades.

For upgrades at the high Assistant/Associate rank, we will act favorably when departments can provide an overview of workforce demography and assurance that the diversity of the applicant pool will not be negatively impacted. Such upgrade requests require the department to provide 8 or more names of potential applicants to be contacted individually. Moreover, the inclusion of names of women and people of color already contacted by the department, and who have expressed strong interest in applying, will considerably strengthen the upgrade request.

Upgrade requests for full Professors require commensurately greater justification due to the often-formidable challenges of attracting a diverse applicant pool at this rank. In addition to the justifications expected for Associate Professors, examples of strong validations for hiring at this rank include recruitment of an Endowed Chair, replacement of a disciplinary/department leader, and a paucity of Professors to effectively mentor, guide and potentially collaborate with departmental faculty in lower ranks.

We also encourage departments with multi-year hiring plans to consider broad searches that will lead to larger and more diverse applicant pools, and that may also facilitate making more than one hire. Such searches are highly advantageous and efficient because of their greater likelihood of discovering unexpectedly superior candidates, and can lead to earlier-than-anticipated hires.

Deans' Offices submitting complete Faculty Upgrade Requests that do not require us to seek additional information should, under normal circumstances, expect an answer within 24 hours.

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If you have any questions or concerns, please contact us at 752-6069 or phkass@ucdavis.edu.

Sincerely,

A handwritten signature in black ink, appearing to read "Maureen L. Stanton". The signature is fluid and cursive, with the first name being the most prominent.

Maureen L. Stanton

Vice Provost -- Academic Affairs

Professor -- Evolution and Ecology

A handwritten signature in blue ink, appearing to read "Philip H. Kass". The signature is fluid and cursive, with the first name being the most prominent.

Philip H. Kass

Associate Vice Provost – Faculty Equity and Inclusion

Professor – School of Veterinary Medicine and School of Medicine