

Department of Communication
 School of Social Sciences, University of California, San Diego
 AP Review Criteria Table – Ladder-Rank Faculty (Professor series)

| Rank/Step | Research | Teaching | Service | Acceleration |
|---|--|--|---|--|
| Appointment as Assistant Professor | Well-developed research focus, as evidenced by completed PhD dissertation or MFA thesis. For appointment above Step I, publication(s) in peer-reviewed venues required. | Teaching experience not required at time of appointment, but candidate should have well-developed teaching plans evidenced by statement of teaching philosophy and draft course syllabi. | University service not required at time of appointment. | N/A |
| Assistant Professor, Steps I-VI | Established research focus and evidence of productivity, which may include publications, draft articles or book chapters, conference presentations, grant proposals, and similar materials. Candidate should be moving toward independence from graduate/postgraduate mentors. | With each review cycle, candidate should be developing an established teaching role within the department curriculum, including courses within and beyond candidate's research area. | Evidence of minor service on departmental committees. | 3 or more articles or book chapters in a single review period. |
| Assistant Professor, 4th Year Appraisal | Evidence of substantial progress and near-completion of major research project as | As above, with evidence of teaching proficiency in the form of (student and/or holistic) | As above. | As above. |

| | | | | |
|----------------------------------|--|---|---|---|
| | appropriate to the candidate's field (see narrative below for more detailed information). | evaluations. | | |
| Promotion to Associate Professor | Completion of major research project as appropriate to the candidate's field. Book files require "in press" confirmation; article files require 8 published essays/book chapters. Book files should also include "at least two in-press journal articles or book chapters." Indication of progress on new research project(s). | As above, with evidence of teaching proficiency in courses beyond the candidate's specific research area. | As above. If the candidate has provided substantial university service beyond the department level, or extensive disciplinary or community service, this may provide partial justification for a BOS or acceleration. | For an accelerated promotion, multiple articles or book chapters beyond the completion of a major research project, and/or publications/projects with demonstrated major impact on the specific field, and/or receipt of a major fellowship, prize, or award. |
| Associate Professor, Steps I-III | Progress on post-tenure research and/or creative projects. These may include draft articles or book chapters, conference presentations, invited talks, invited participation in symposia/workshops, grant proposals, field notes from ethnographic research, pre-production materials for creative projects, and | As above, with evidence of increasing participation in graduate mentorship. | Increasing service roles on departmental, divisional, and/or university-wide committees. Evidence of increasing participation in disciplinary and/or community service. | 3 or more articles or book chapters in a single review period, and/or publications/projects with demonstrated major impact on the specific field, and/or receipt of a major fellowship, prize, or award. |

| | | | | |
|---------------------------------|---|---|--|--|
| | similar materials. | | | |
| Associate Professor, Steps IV-V | Generally, 2-3 articles or book chapters per review cycle. Other evidence of research progress may also be considered in lieu of completed publications: draft articles or book chapters, conference presentations, grant proposals, and similar materials. | As above, with evidence of increasing participation in graduate mentorship. | Increasing service roles on departmental, divisional, and/or university-wide committees. Evidence of increasing participation in disciplinary and/or community service. | 4 or more articles or book chapters in a single review period, and/or publications/projects with demonstrated major impact on the specific field, and/or receipt of a major fellowship, prize, or award. |
| Promotion to Professor | Completion of additional major research project as appropriate to the candidate's field. Book files require "in press" confirmation; article files require 8 published essays/book chapters. | Evidence of continued teaching proficiency and graduate mentorship. | Evidence of major service (for example, chairing departmental, divisional, and/or university-wide committees; and/or serving in administrative roles such as chairing individual committees, serving as Director of Graduate/Undergraduate Studies, <i>et al.</i>). | For an accelerated promotion, multiple articles or book chapters in addition to the completion of a major research project since the last merit advancement, and/or publications/projects with demonstrated major impact on the specific field, and/or receipt of a major fellowship, prize, or award. |
| Professor, Steps I-V | 2-3 articles or book chapters per review cycle. Other evidence of research progress may | As above. | As above, with evidence of increasing participation in university-wide and/or | 4 or more articles or book chapters in a single review period, and/or |

| | | | | |
|-----------------------------------|--|-----------|--|---|
| | also be considered in lieu of completed publications: draft articles or book chapters, conference presentations, grant proposals, and similar materials. | | systemwide roles as the candidate approaches Step VI. | publications/projects with demonstrated major impact on the specific field, and/or receipt of a major fellowship, prize, or award. |
| Advancement to Professor, Step VI | Completion of additional major research project as appropriate to the candidate's field. Book files require "in press" confirmation; article files require 8 published essays/book chapters. Evidence of national and/or international reputation. | As above. | As above, with evidence of university-wide service. | 3 or more articles or book chapters in addition to the completion of a major research project since the last merit advancement, and/or publications/projects with demonstrated major impact on the specific field, and/or receipt of a major fellowship, prize, or award. |
| Professor, Steps VI-IX | 2-3 full-length articles or book chapters per review cycle. Other evidence of research progress may also be considered in lieu of completed publications: draft articles or book chapters, conference presentations, grant proposals, and similar materials. | As above. | Evidence of major service (including in university-wide roles) during each review cycle. | 4 or more articles or book chapters in a single review period, and/or publications/projects with demonstrated major impact on the specific field, and/or receipt of a major fellowship, prize, or award. |

| | | | | |
|---|---|---|--|---|
| <p>Advancement to Distinguished Professor (Above Scale)</p> | <p>Continuing exemplary research productivity, and evidence of national and international reputation.</p> | <p>As above.</p> | <p>As above, with additional expectations for leadership in service roles.</p> | <p>For accelerated advancement to Distinguished Professor (Above Scale), or advancement with an additional Further Above Scale component, exceptional research productivity within the review period, and/or receipt of a major fellowship, prize, or award.</p> |
| <p>Further Above Scale (FAS) Advancement (50% or 100%)</p> | <p>Continuing exemplary research productivity.</p> | <p>Evidence of continuing exemplary classroom performance and mentorship.</p> | <p>Evidence of continuing exemplary performance in service at all levels.</p> | <p>For advancements beyond 100% Further Above Scale, exceptional productivity beyond the number of publications expected for accelerations at Professor Steps VI-IX, and/or publications/projects with demonstrated extraordinary impact within the specific field, and/or receipt of major fellowship, prize, or award, and/or election to a National Academy or similar, and/or receipt of an Honorary Degree or similar.</p> |