

## Department of Economics Ladder Rank Professor Advancement Standards

*Last Reviewed / Submitted to Dean's Office on 04/21/23*

### Research

1. About 1 paper a year, less if one or more papers is exceptionally important, such as being published in a top 5 general interest journal and/or receiving many citations
  - a. For tenure files, we expect to see 5 or 6 publications at the time of tenure consideration, ideally with one in a Top 5 general interest journal and the others in highly regarded field journals.

### Teaching

*We expect faculty to strive to be excellent teachers. Common ways to evaluate candidates' teaching include: teaching statement, course syllabi, peer observation of the candidate's course instruction, teaching awards, development of new courses and modes of instruction, and CAPE scores.*

1. Undergraduate Classes
  - a. Expect mean approval on CAPES/Canvas around 80% or better
  - b. Hope to see a majority within CAPES/Canvas agreeing that:
    - i. Prof is well prepared
    - ii. Prof explains clearly
    - iii. Student learned a great deal
  - c. Other elements of undergraduate teaching section:
    - i. 1) Are hours worked outside the classroom reasonably high (3 or more and preferably higher)
    - ii. 2) Were mean grades B or lower? (An occasional B+ mean is not a problem, and mean of A on honors courses is not a problem)
    - iii. 3) No evidence of harassment etc.
2. Graduate Classes
  - a. Expect to see majority of students recommending the course and the professor
  - b. Mostly positive comments

### Service

1. Pre-tenure
  - a. Mostly service within the Department
2. Initial Tenure (Associate Professor)
  - a. Both the department and the campus expect to see levels of service rise for Associate Professor and rise further for Full Professors.
  - b. Service for and visibility in the profession becomes more important post tenure
3. Promotion from Associate to full Professor, Advancement to Professor Step VI, Advancement to Professor Above Scale (from Step IX)
  - a. Service beyond the department becomes important for promotion to full and to Professor VI and AS

**Department of Economics L(P)SOE Advancement Standards**  
*Last Reviewed / Submitted to Dean's Office and CAP on 12/8/2020*

The baseline requirement for teaching professors is excellent teaching. Beyond this, teaching professors can take a number of paths to satisfying department standards. This is particularly the case because professional and scholarly activity can take a variety of forms, *any one of which* may meet departmental standards. We note that in terms of departmental and university service, teaching professors face the same standards as regular faculty members, but often do more in the way of service because of their teaching expertise and this should be considered in their evaluation.

### **Teaching Excellence**

*We expect faculty to strive to be excellent teachers. Common ways to evaluate candidates' teaching include: teaching statement, course syllabi, peer observation of the candidate's course instruction, teaching awards, development of new courses and modes of instruction, and CAPE scores.*

1. 80% average or higher on all students agreeing that they recommend the instructor on teaching evaluations for the review period. Other forms of evaluation can be used as allowed by the campus to augment the CAPE evaluations.

### **Professional and/or Scholarly Achievement, including creative activity, especially as they relate to instruction and pedagogy**

*Candidates can meet department criteria for normal advancement by contributing substantially in any one of the following areas.*

1. Publishing pedagogical methods style papers (one paper per year).
2. Publishing in their area of academic expertise (one per review period at the top 5 or top field level, fewer if at the top 5 level, this accords with departmental standards for regular faculty).
3. Developing new courses/programs and reforming UG programs where substantial changes are implemented.
4. Disseminating new teaching techniques and best practices.
5. Developing new instructional materials, including digital resources, for teaching.
6. Organizing and presenting at conferences related to either research on pedagogy or research in their area of expertise.

### **University and Public Service**

*Candidates can meet department criteria for a regular merit through substantial contributions in any one of the following areas.*

1. Working with faculty, instructors and teaching assistants to improve teaching outcomes.
2. Student advising and mentoring
3. Service on departmental, campus-wide, and system-wide committees and workgroups

We expect that L(P)SOE's should have at least one of the creative activities for normal advancement, and one of the University and Public Service activities and 3 from the lists in total.

## **Department of Economics Adjunct Advancement Standards**

*Last Reviewed / sent to AP on December 2019*

### **Teaching**

*We expect faculty to strive to be excellent teachers. Common ways to evaluate candidates' teaching include: teaching statement, course syllabi, peer observation of the candidate's course instruction, teaching awards, development of new courses and modes of instruction, and CAPE scores.*

- While we do not expect our Adjunct Professors to teach a formal course, we do require that they make meaningful contributions to the graduate or undergraduate instructional program.
- If an Adjunct Professor teaches at the undergraduate level he/she will receive approval ratings of 80% or more. We also expect them to perform well in the following dimensions:
  - Instructor is well prepared for classes.
  - Instructor explains the course material well.
  - I learned a great deal from this course.

### **Research and creative work**

- The Department of Economics expects roughly one refereed publication per year, fewer if quality is exceptionally high, as indicated for example by publication in one of the top five general interest journals.

### **Professional competence and activity**

- Our expectations are that Adjunct Professors maintain service to, and visibility in, the profession. This may be demonstrated by serving as reviewer for journals, participating in conferences, and/or serving in an editorial capacity for a journal.

### **University and public service**

- In Economics, our adjunct professors typically have an appointment outside of UCSD so standards for service at UCSD are generally modest. We also expect service at their home institution to be appropriate for their rank.

## **Department of Economics Lecturer Advancement Standards**

*Last Reviewed / Sent to Dean's Office on 04/21/2023*

### ***Merit Increase Beyond Two or Three Salary Points***

A salary increase greater than two or three salary points may be considered if the Continuing or Senior Continuing Unit 18 Faculty member exceeds department expectations based on their overall performance since their last review. Such a salary increase may be considered when the scope of performance is truly notable in areas such as: EDI initiatives and efforts, mentoring/supporting colleagues and students outside of assigned courses, and contributions to university and public service. Accomplishments may include, but are not limited to: receipt of a teaching award, a significant teaching innovation, or scholarly publications. It is difficult to define a simple metric for productivity and performance that could warrant consideration of a salary increase greater than two or three salary points, and the recommendation depends on the totality of materials contained in a review file.

The Department of Economics has established the following criteria for an Advanced Merit for a Continuing Lecturer for a three-year review period:

- Excellence in teaching
- Additional activities / contributions such as receipt of a teaching award, innovation in teaching, significant contribution to undergraduate success (such as writing letters of recommendation), etc.