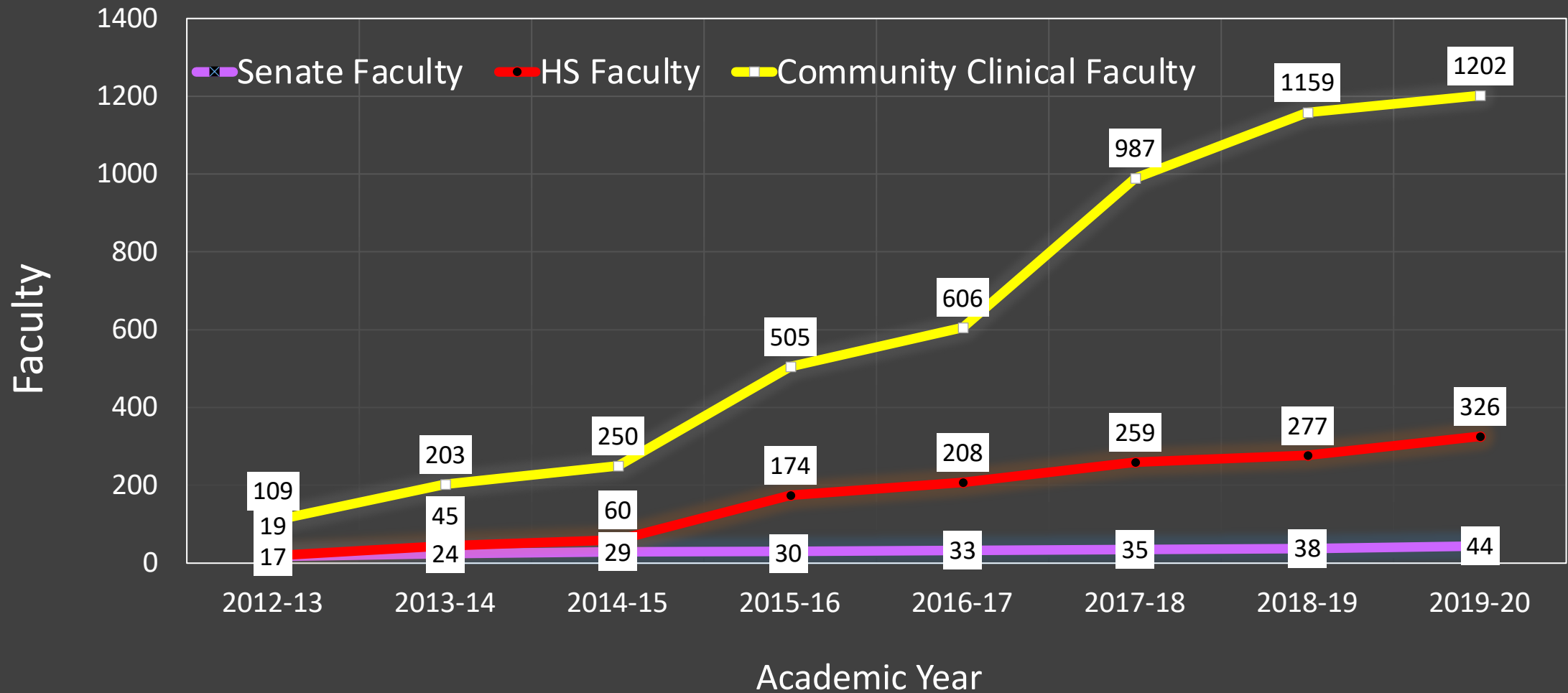




Iryna Ethell, Ph.D.
Professor of Biomedical Sciences
Associate Dean for Academic Affairs
School of Medicine
University of California, Riverside

ACADEMIC APPOINTMENTS & ADVANCEMENTS

SOM Faculty Growth



The Office of Academic Affairs

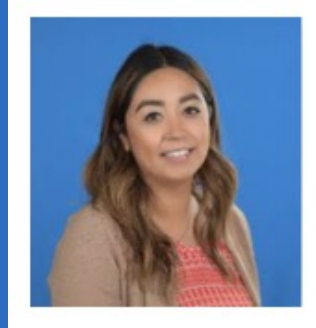
- Faculty Recruitments
- Appointments
 - Academic Portfolio
- Merit and Promotions
 - Evaluation Criteria (clinical performance, teaching, research/scholarly activity, university/professional service)
- Faculty Professional Development and Retention

The office works in partnership with the UC Office of Academic Affairs, the UCR Office of Academic Personnel, and UCR School of Medicine administration. OAA is located at the UC Intellicenter Building.

Academic Affairs Team

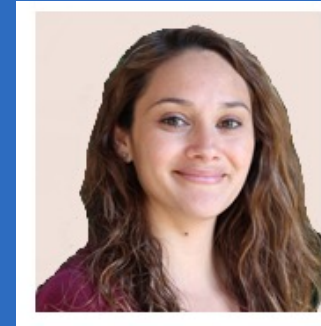


Associate Dean,
Academic Affairs
Iryna Ethell, Ph.D.



Executive Assistant
Andrea Morales

Biomed
Psychiatry
Pediatrics
Ob/GYN
SMPPH



Senior Academic Affairs
Analyst
Margi Burnett

Biomed
IM
Recall
Lecturer

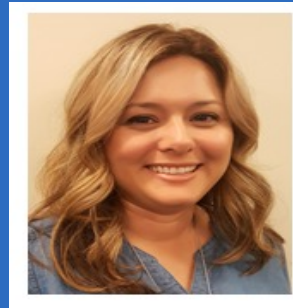


Senior Academic Affairs
Analyst
Wydette Morales



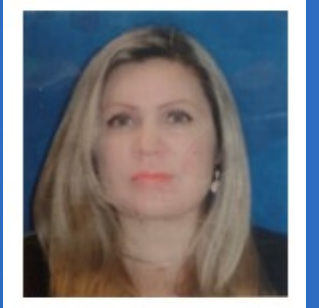
Director
Terri Buchanan

FamMed
Surgery
Recruitments
Community
Faculty



Academic Affairs Analyst
Brenda Carrion

Recruitments
Community Faculty
Academic lab personnel
Visiting titles
CFM



Academic Affairs Analyst
Eliana Martinez

Academic Divisions

Division of Biomedical Sciences



Monica Carson, Ph.D.
Chair, Division of
Biomedical Sciences

Division of Clinical Sciences

Ramdas Pai, M.D.
Chair, Division of Clinical
Sciences,
Internal Medicine



SMPPH

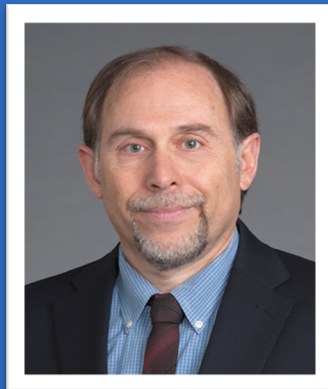
**Obstetrics and
Gynecology**

Family Medicine

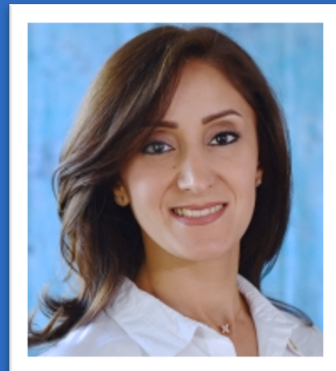
Pediatrics

Surgery

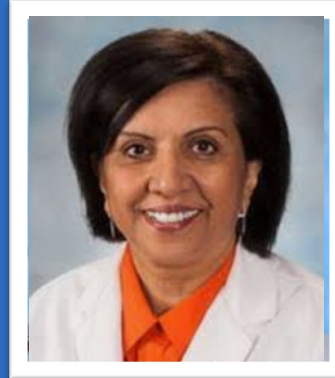
Psychiatry



Mark Wolfson, Ph.D.
Chair of SMPPH



Samar Nahas, M.D.
Chair of Obstetrics
and Gynecology



**Asma Jafri, M.D.,
F.A.A.F.P., M.A.C.M.**
Chair of Family Medicine



**Sasidharan
Ponthenkandath, M.D.**
Chair of Pediatrics



Arnold Tabuenca, M.D.
Chair of Surgery



Gerald Maguire, M.D.
Chair of Psychiatry

Academic Faculty Appointments

Academic Senate

- PROFESSOR –Ladder rank (tenured)
 - Assistant Professor
 - Associate Professor
 - Full Professor
- PROFESSOR IN RESIDENCE
 - Assistant Professor
 - Associate Professor
 - Full Professor
- PROFESSOR OF CLINICAL X
 - Assistant Professor of Clinical X
 - Associate Professor of Clinical X
 - Professor of Clinical X

Non-Academic Senate

- ADJUNCT PROFESSOR
 - Assistant Professor
 - Associate Professor
 - Full Professor
- HEALTH SCIENCES CLINICAL PROFESSOR
 - HS Clinical Instructor
 - HS Clinical Assistant Professor
 - HS Clinical Associate Professor
 - HS Clinical Full Professor
- COMMUNITY CLINICAL PROFESSOR
 - Clinical Instructor
 - Assistant Clinical Professor
 - Associate Clinical Professor
 - Full Clinical Professor

Academic Review

- Key Areas
 - Teaching
 - Research/Scholarly Activity
 - University/Professional Service
 - Delivery of Health Care
 - Diversity
- Weight of each area depends on academic series
 - Important to match job description with series
 - Ladder Rank, In Residence, Adjunct: research emphasis
 - (HS) Clinical, Clinical "X": clinical emphasis
 - Teaching, service important for all



Other Academics Appointments

- Professional Researchers

- Assistant
- Associate
- Full

no teaching requirements;
independent research program

research, professional activities
and *univ/public service (*not
required at Asst level)

- Project Scientists

- Assistant
- Associate
- Full

no teaching; significant
contributions to research

research projects, professional
activities University and public
service encouraged, but not
required

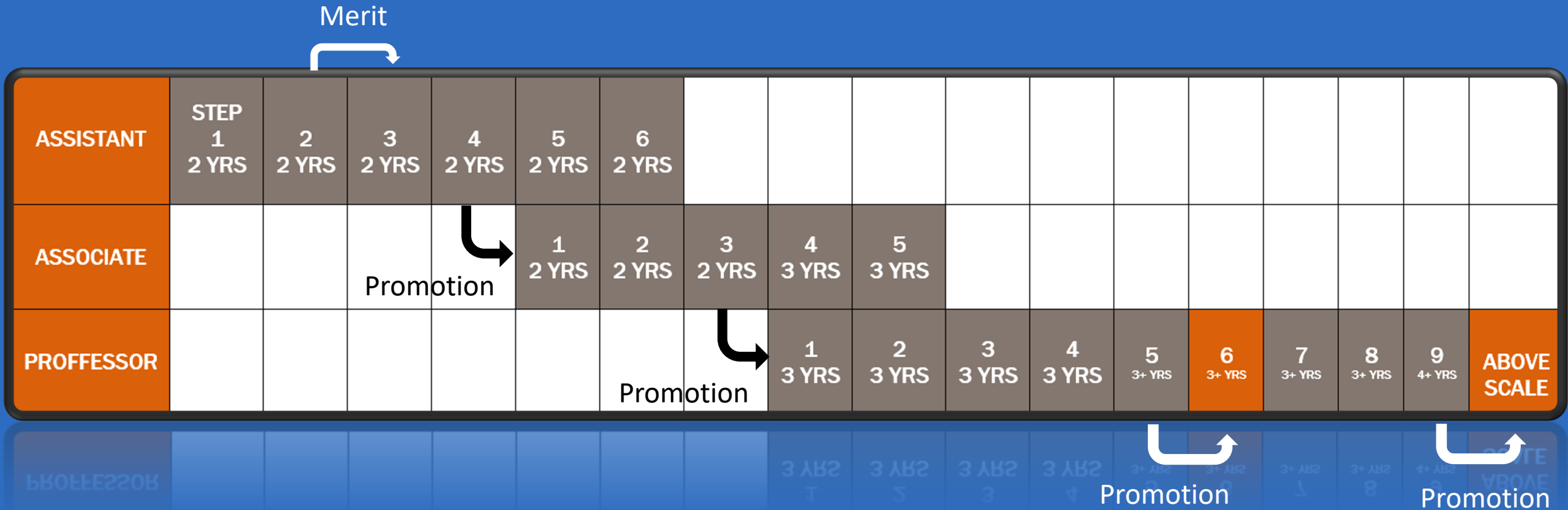
- SPECIALIST SERIES

- Assistant
- Associate
- Full

no teaching; technical
contributions to the project

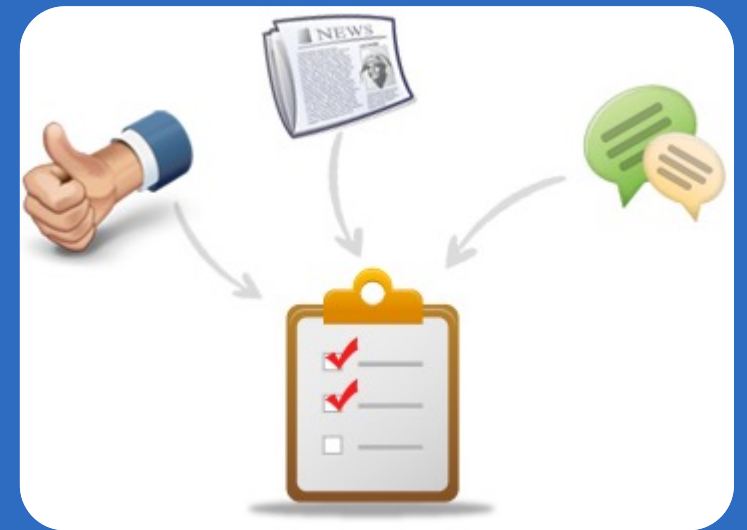
research, professional
activities, University and public
service* (service may be minor
at Asst. Level)

Academic Rank and Step



The Review Process

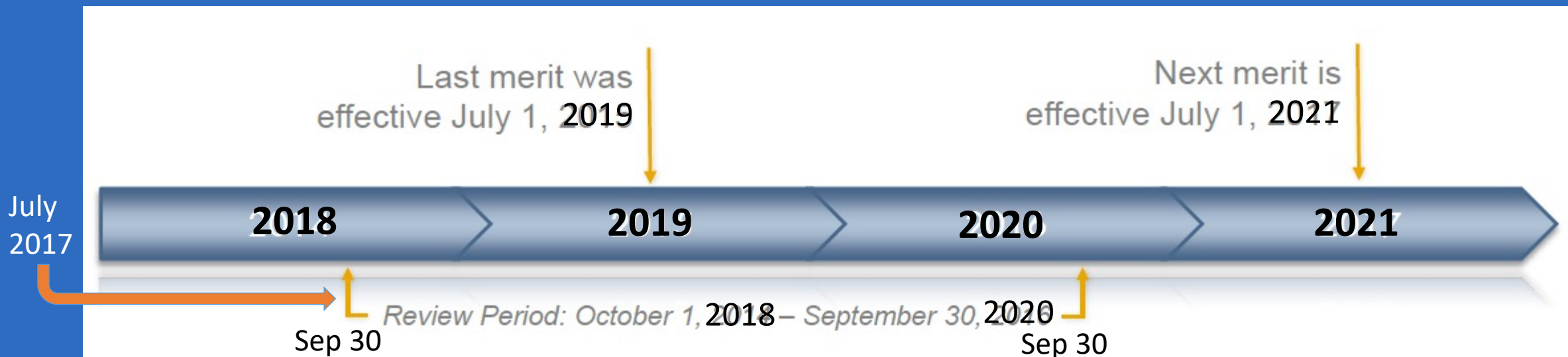
- Academic Affairs distributes list of faculty eligible for review to deans and department chairs each Fall
 - Merit or Reappointment
 - Occurs every two years
- Midcareer Appraisal/Assessment (MCA):
 - Normally occurs no later than fifth year
- Promotion to Tenure/Promotion
 - Normally occurs during the sixth year or no later than your seventh



Merit Review Period

- Merit for an Assistant or Associate Professor
- Review period begins October 1 of year prior to last merit received
 - Curriculum Vitae & Review Profile dates are through September 30 of the review year

Example:



Promotion Review Period

- Promotion of Mid-Career Appraisal for an Assistant or Associate Professor
- Review period begins from initial appointment as Assistant Professor
- Curriculum Vitae & Addenda/Review Profile dates are through September 30 of the review year
- Example:



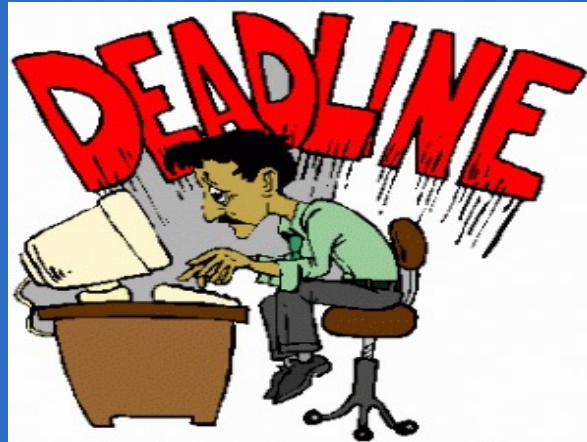
Role of the Candidate



- Curriculum vitae
- Self Statement:
 - Research
 - Teaching
 - Service
 - Diversity

WHAT IS MY ROLE ?

Update your CV



Don't wait...

Update as you go

WHAT IS MY ROLE ?

Collect

Teaching Evaluations



Questions regarding the evaluations may be directed to ariel.deguzman@medsch.ucr.edu (med student teaching) and leticia.fernandez@medsch.ucr.edu (residents)

WHAT IS MY ROLE ?

For Promotion

Supply Chair with 5-6 Referee Names
Write your self-statement



Guidelines on Self-Statements

- Strongly encouraged to submit a brief statement describing and evaluating, **in language understandable to a general audience**, his/her achievements and recognition within the review period.
- These self-statements are not required but are helpful to the reviewing bodies if they direct the reviewers' **attention to your most significant work** and the current direction of scholarly activities;
- Self-statements in merit files are limited to a two-page maximum.
- Promotion files are not limited in length.
- If the self-statement sent to extramural referees differs from the self-statement in both self-statements should be included in the file.

I found that ubiquitin protein ligase ring2 is involved in s-phase checkpoint and DNA damage in fibroblasts of the interstitium exposed to benzopyrene.

My work opened a new line of inquiry into how the exposure to benzopyrene, which is found in coal tar, cigarette smoke, wood smoke, and burnt foods such as coffee, can lead to lung cancer. In particular I found that The studies culminated in high impact publication in the Journal of XX (IF=10) that is already highly cited (20 citations since 2015).

This knowledge can be used in developing more effective lung cancer therapies and will have an important impact in the field of cancer biology.

Perhaps the **most significant development** in the establishing my research lab was XXXX

Guidelines on Self-Statement

- Do not simply summarize the factual material in the CV. **Emphasize the significance of your work** in ways helpful for those outside your field.
- Offer expertise **to help readers** at higher levels of review to **understand the quality, quantity, significance, impact of the research, and an evaluation of the publication** (e.g., journal impact factors) or performance venues, and how these metrics compare to standards in your discipline
- Include a summary of your teaching and mentoring activity. Do not fail **to address problems** in teaching effectiveness and what was done to improve.
- Do not simply list committees. **Evaluate service contributions in light of the time commitment** required and the **overall value of those contributions** to the constituencies they serve

Teaching Evaluations

Questions regarding the evaluations may be directed to ariel.deguzman@medsch.ucr.edu (med student teaching) and leticia.fernandez@medsch.ucr.edu (residents)

- Classroom and laboratories
- Grand Rounds, Operating Room, Clinic
- Supervision of undergraduate or graduate students, medical students, undergraduate or graduate PhD students, residents, fellows and postdoctoral scholars
- More weight given to teaching activities for which evaluations are provided
- Good teaching is essential for advancement

Teaching Evaluations

include teaching evidence beyond student evaluations

- **Opinions of other faculty members** knowledgeable in candidate's field, particularly if based on class visitations, on attendance at public lectures or lectures before professional societies given by the candidate, or on the performance of students in courses taught by the candidate that are prerequisite to those of the informant
- **Opinions of graduates** who have achieved notable professional success since leaving the University/School
- **Number and caliber of students** guided in research by the candidate and of those **attracted to the campus by the candidate's reputation as a teacher**
- **Development of new and effective techniques of instruction** (e.g., writing of teaching materials, manuals, textbooks)

Research and Scholarly Activities

- **Research Activity in the Ladder Rank, In-Residence, Clinical X and Adjunct Professor Series**
 - any basic, clinical, epidemiological, or health policy research, published in peer-reviewed journals
 - investigator initiated, hypothesis generated research proposals funded by federal and state grants
 - case reports, review articles, book chapters and patents
- **Scholarly Activity in the Health Sciences Clinical Professor Series**
 - publication of case reports or clinical reviews
 - participation in:
 - platform or poster presentations at local, regional, or national meetings
 - the advancement of professional education or university professional practice programs
 - development of or contributions to delivery of health care:
 - informational brochures with regard to the individual's professional field
 - a clinical service or health care facility
 - quality improvement or community-oriented programs
 - medical or other disciplinary information systems
 - community outreach or informational programs

Professional Activities

- Senior, Reviewing Editor or Reviewer for the journal
- Standing member (or ad-hoc) of grant review committee (study section) for NIH, NSF, DOD or other federal, state or UC organization
- President, Secretary, Council member or Member of professional societies
- Conference or meeting organizing committee

Honors and Awards

- Young investigator award
- Career awards
- Young Clinician award
- Teaching awards
- Research awards
- Community awards
- Service awards
- Mentor awards

HONORS, AWARDS, PRIZES



Dean's Award, Pathology, Medical School, University of

Consultant, Journal of American College of Cardiology

Reviewer, American Journal of Cardiology

Reviewer, Catheterization and Cardiovascular Disease

Reviewer, Catheterization and Cardiovascular Interventions

Reviewer, Heart

**Member, Editorial Board, Journal of Cardiovascular Pharmacology and Therapeutics Reviewer,
Journal of Postgraduate Medicine**

Reviewer, Journal of Critical Illness



**Trainee Award, Southern Section, American Federation for Clinical Research, Southern
Society Clinical Investigation**



**Golden Apple Award for Dedication and Excellence in Teaching Students,
University of Medicine**



Faculty Development Award, University of



Faculty Research Award, University of



Society Young Clinician Award at



University and Community Service

- University committees (Dept, SOM, campus)
- Hospital committees
- Community service
- Department chair, division chief and other leadership roles
- Less service is expected from assistant professors
- Significant service is expected at higher ranks





SUPPORT ▾

SIGN OUT

HOME

EDIT MY EFILE

eFile for Iryna Ethell

CV Overview

Expand All

Publications	▾
Creative Activities	▾
Patents	▾
Professional Service	▾
University and Public Service	▾
Teaching Information	▾
Student Instruction and Sponsorship	▾
Fellowship, Grant, and Gift Activities	▾

eFile plus system

Teaching Information



Student Instruction and Sponsorship



Fellowship, Grant, and Gift Activities



Memberships



Honors and Awards



Employment History



Education



Self Statements



Other Information



Role of the Department

- Review file and provide recommendation
 - Generally includes assessment of file
 - Assessment is discussed by voting members of the department
 - Department letter includes recommendation and any discussion of strength and weaknesses of case
 - Faculty vote/recommendation included in the dossier

Role of the Chair

- Organization/oversight of Departmental review
 - Moderates faculty meeting to discuss recommendation
 - Oversees anonymous faculty vote on recommendation
 - Votes with dept. OR writes a separate letter as their vote
 - Composes departmental proposal letter
 - Communicates dept. recommendation to candidate
 - Forwards file Dean's office

Role of Committee on Clinical Faculty Appointments and Advancements

The Committee provides advice to the Dean about academic personnel and represents the division in all matters relating to appointments and promotions of Clinical Faculty at SOM.



Clinical Appointments and Advancements Committee

Remus Popa (Chair)

Rajesh Gulati

Afshin Molkara

Mikio Nihira

Adowa Osei

Remus Popa

Emma Simmons

Administrative Contact: **Eliana Martinez**

Volunteer Clinical Appointments and Advancements Committee

Kenneth Ballou (Chair)

William Hunt (Vice Chair)

Larry Loo

Alina Popa

Joanne Witkowski

Administrative Contact: **Brenda Carrion**

Role of the Dean

- Evaluation of File in context of school
 - Can add his/her own letter of evaluation to the file
 - May appraise and interpret the departmental vote on the basis of his/her knowledge Department and broader context of School



Role of Committee on Academic Personnel (CAP)

The Committee on Academic Personnel provides advice to the chancellor about academic personnel and represents the division in all matters relating to appointments and promotions.

COMMITTEE MEMBERSHIP

Chair

Sherryl Vint, English

Vice Chair

Howard S. Judelson, Microbiology and Plant Pathology

Committee Members

Walter Clark, Music

Sean Cutler, Botany and Plant Sciences

Srikanth Krishnamurthy, Computer Science and Engineering

Susan Ossman, Anthropology

David S. Pion-Berlin, Political Science

Aman Ullah, Economics

Yinsheng Wang, Chemistry

Stephen J. Wimpenny, Physics and Astronomy

Questions?

