

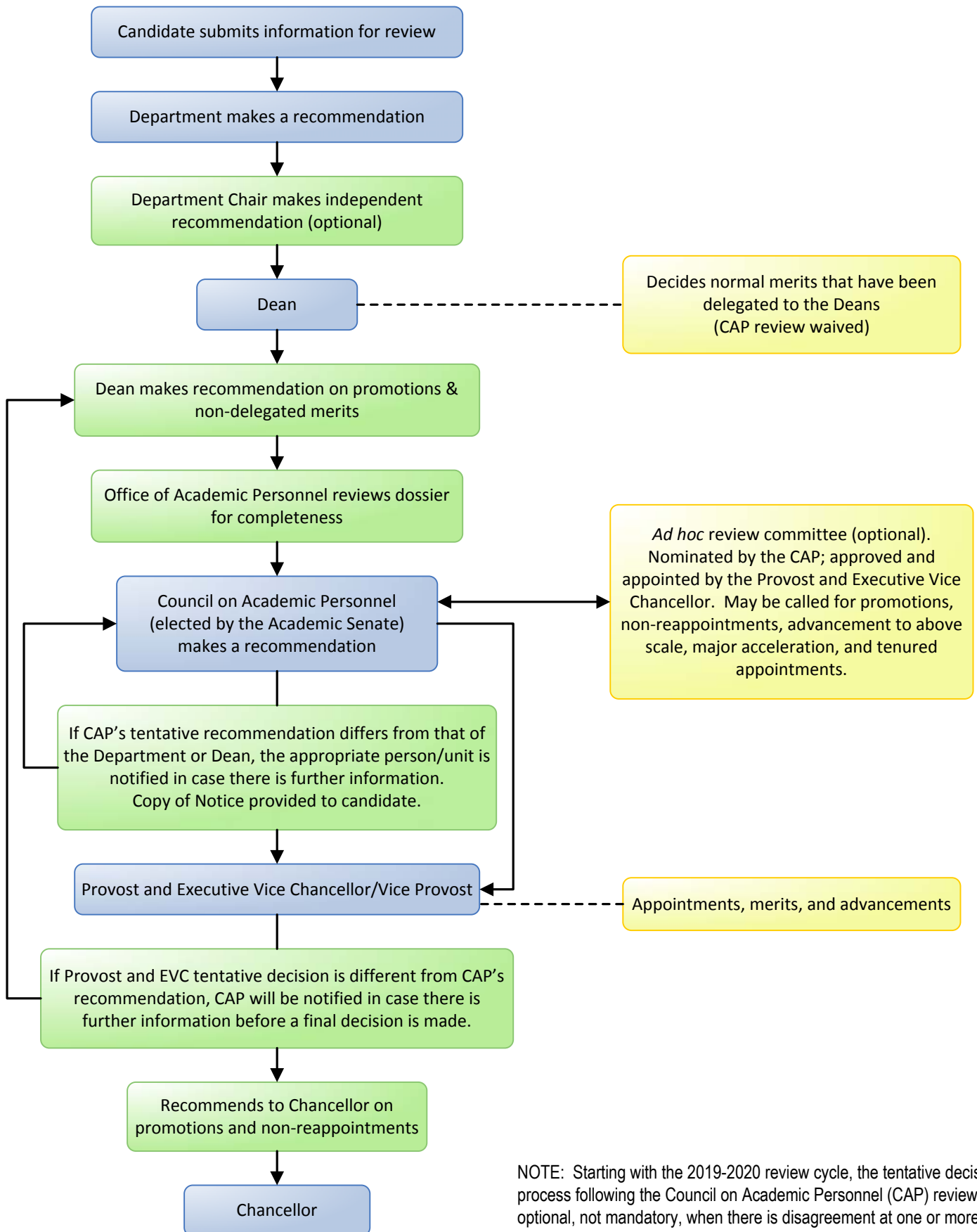
Academic Series Overview

Series	Ladder Rank	Academic Senate	Faculty	Eligible/Tenure/SOE	8 Year Limit
Teaching Titles					
Professor	X	X	X	X	X
Acting Professor of Law/Professor of Law	X	X	X	X	X
Professor In Residence		X	X		X
Professor of Clinical _____		X	X		X
Health Sciences Clinical Professor			X		X
Adjunct Professor			X		X
Acting Assistant Professor	X		X	X	X
Acting Associate Professor/Acting Professor	X	X	X	X	
Visiting Professor			X		2 years
Professor of Teaching w/100% appointment *		X	X	X	X
Professor of Teaching holding less than 100% appointment *			X	X	X
Lecturer/Sr. Lecturer (Unit 18)			X		18 qtrs
Research Titles					
Professional Researcher **					X
Project Scientist **					X
Specialist					X
Postdoctoral Scholars					5 years

* The combined years as Lecturer PSOE and the years in the title of Lecturer/Sr. Lecturer may not exceed a total of eight years of service. (See [APM 133](#))

** The combined years as Assistant Project Scientist and the years in the title of Assistant Researcher may not exceed a total of eight years of service. (See [APM 311-17](#))

Academic Personnel Review Process



NOTE: Starting with the 2019-2020 review cycle, the tentative decision process following the Council on Academic Personnel (CAP) review will be optional, not mandatory, when there is disagreement at one or more levels of review.

September 11, 2023

**ACADEMIC DEANS
VICE CHANCELLOR FOR RESEARCH**

RE: Annual Progress Report for Academic Personnel Actions, 2023-2024 Review Cycle

This memo is the "Annual Call" for academic personnel review actions to be effective July 1, 2024. Annual Progress Reports are attached for each department to review, annotate, and return to Academic Personnel no later than **Friday, September 29, 2023**.

Please work with your department chairs to meet the deadlines listed below, especially for tenure cases. Please note that postponement of tenure files require significant documentation—those cases are subject to an earlier deadline of November 1. Guidelines for postponement of tenure review are located in the Academic Personnel Procedures, Section 3-50 (APP 3-50, located at: <http://ap.uci.edu/policies-procedures/app/3-50/>).

Campus Deadlines for the 2023-2024 Academic Review Cycle:

November 1	Postponement of Tenure/Promotion Review Second Consecutive Deferral for Professor, Step V and above, who deferred their 5-year review and is now requesting a deferral for year 6 (if approved, will undergo review in seventh year).	
December 1	Merits (including accelerations) No Change	Reappointments Midcareer Appraisals
	Career Equity Review (CER) that are independent of a merit/promotion review	
January 3	Five Year Reviews Advancements to Professor VI	
February 1	Promotions Non-reappointments	Above-Scale actions
March 1	Dean Delegated Merits All Non-Senate actions	
June 28	Deferrals (Associate rank and above) Approved by the Dean should be submitted by June 28, 2024	

Deans should set deadlines for their units that allow them sufficient time to review cases before forwarding the files to Academic Personnel. Guidelines outlining this process are located in the Academic Personnel Procedures, Section 3-30 (APP 3-30, located at: <http://ap.uci.edu/policies-procedures/app/3-30/>).

ScholarSteps is mandatory for **ALL ACTIONS**, excluding appointments and non-reappointments.

- Reviews for Midcareer Appraisal (MCA) only, departments may begin building the MCA case, but it should be kept at the "file prep" stage until further communication in September/October is issued to allow for further processing.

Review files that fall under any of the categories below cannot be run through ScholarSteps:

- Reviews representing split appointments (split titles or split schools/departments).
- Reviews for Department Chairs (requiring a "surrogate" Department Chair) Deans, and CAP members.
- Reviews for Midcareer Appraisal (MCA) only, cannot be processed in ScholarSteps just yet.

If you have any questions regarding the Annual Progress Report, please contact your assigned Academic Personnel analyst.

Sincerely,



Diane K. O'Dowd
Vice Provost for Academic Personnel



Midcareer Appraisal, Postponement of Tenure Review, and Promotion to Tenure

Midcareer Appraisal - All appointees undergo some form of performance evaluation. An appraisal is a formal evaluation, which is made in order to arrive at a preliminary assessment of the candidate's prospect for eventual promotion as well as to identify appointees whose records of performance and achievement are below the level of excellence expected. For the timing of this appraisal, see [APM - 220- 83](#) and campus procedures.

Department chairs are responsible for conducting midcareer appraisals of assistant professors and persons in equivalent ranks during the third or fourth year of service under the eight-year rule. The purpose of the midcareer appraisal is for the department to provide the assistant professor with a careful, considered analytical evaluation of his or her performance to date in the areas of teaching, research and creative work, professional competence and activity, and university and public service, and to make a candid prediction concerning the probability or improbability of a favorable promotion decision based upon the evidence. Outside letters may be obtained but are not required if members of the department have the expertise to make the assessment.

Midcareer appraisal files often include a recommendation for reappointment or for a merit increase. If this is the case, the reappointment/merit recommendation must be separate from the midcareer appraisal, with separate letters and separate department votes for each.

The department should assess the complete record-to-date (including work in progress), and it should carefully and frankly assess the prospects for the individual's achieving promotion based upon continuation of that record. The appraisal should note specific areas of deficiency (if any) and should recommend actions to be taken by the individual and/or the department and chair.

The midcareer appraisal should be clearly labeled as "Positive," "Provisional Positive," "Guarded," or "Negative."

1. **Positive:** on the current trajectory the probability of a positive tenure decision is good.
2. **Provisional Positive:** with improvements that address specific noted concerns, the probability of a positive tenure decision is good.
3. **Guarded:** improvements that address moderate concerns in research/scholarship and/or teaching and service will be required to change the trajectory toward a positive tenure decision.
4. **Negative:** improvement to address major weaknesses in research/scholarship and/or teaching and service will be required to change trajectory, and candidate cannot request postponement of tenure case.

The department or a designated committee should have reviewed the appraisal (with notation that a copy has been provided to the candidate.) The letter should assess the candidate's prospects for promotion; contain a report of the faculty opinion and vote and an evaluation of the candidate's performance in the following areas:

- a. Teaching
- b. Research or creative work
- c. Professional competence and activity
- d. University and public service

The chair must also convey to the candidate, in writing, the substance of the midcareer appraisal, along with any recommendations for changes in activities or emphasis. (A copy of this written statement should be included in the file.) The Council on Academic Personnel urges that the midcareer assessment be prepared by a departmental sub-committee instead of the department chair. After approval by the departmental faculty, the candidate should be given the opportunity to examine and comment on the assessment.

Mid-Career Appraisal Review Period for an Assistant Professor

- From initial appointment at UCI (July 1, 2022) to September 30th (2025) of the fourth year
- End of Fourth Year – June 30, 2025

Hire Date:
July 1, 2022

End of Fourth Year:
June 30, 2026

July 1, 2022

July 1, 2026

Review Period: July 1, 2022 – September 30, 2025

Midcareer Appraisal, Postponement of Tenure Review, and Promotion to Tenure (cont'd)

Because the midcareer appraisal is directed primarily to the candidate, it is in the best interest of the candidate and the department that the midcareer appraisal be careful, cautious and candid, addressing problems where they exist while there is still time for adjustment and improvement. It is important that the faculty member is made thoroughly aware, in a formal way, of his or her situation in regard to eventual promotion.

The midcareer appraisal should be forwarded to Academic Personnel through the appropriate dean. The Council on Academic Personnel will review the midcareer appraisal and decide whether it wishes to conduct further review. Academic Personnel will notify the chair (via the dean) of CAP's decision, and at that time the chair should forward to the candidate any comments received from subsequent reviewers.

Postponement of the Tenure Review - Review for promotion to tenure normally takes place in the sixth year of service under the eight-year limit; however, postponement is possible. In the latter half of an assistant professor's fifth year (under the eight-year rule), the department should determine whether the tenure review should take place, as normal, in the sixth year or whether circumstances exist which justify postponement of the tenure review until the seventh year. Postponement of the tenure review will be justified if the candidate has significant work in progress, the evaluation of which will occur within a year but not in time to be included in a sixth-year review.

Postponement may be justified in the case of an assistant professor who has a childrearing extension, and is making sustained progress, even if it is at a slower pace. A postponement may also be appropriate under exceptional circumstances, such as when serious illness has disrupted the candidate's normal progress, but there is still sufficient evidence that a seventh-year tenure review will be successful.

Postponement of the tenure review is not appropriate for an assistant professor whose midcareer appraisal was negative, or for an assistant professor who has been reappointed without a merit increase.

To request postponement, the assistant professor should provide tangible evidence to the department that the record will change significantly in the sixth year. The department should discuss the evidence and vote for or against postponement of the tenure review.

The postponement file must be accompanied by the candidate's full merit or reappointment file, which will normally be required for continuation beyond the sixth year. [Form UCI-AP-38](#) itemizes the documentation required for the postponement of tenure review. The postponement file, accompanied by the merit or reappointment file, is forwarded to the appropriate dean's office for recommendation, for further review by the Council on Academic Personnel and the Vice Provost for Academic Personnel. **DEADLINE FOR SUBMISSION TO ACADEMIC PERSONNEL — November 1st.**

Promotion to Tenure - If the department determines that the assistant professor's record meets or exceeds the university's expectations for promotion to the rank of associate professor, the department will recommend promotion to tenure.

Promotion Review Period of an Assistant Professor

- Review period begins from initial appointment as an Assistant Professor
- Curriculum Vitae & Addenda dates are through September 30th of the review year
- Initial appointment effective July 1, 2022
- Promotion to be effective July 1, 2028
- Review Period includes July 1, 2022 – September 30, 2027

Initial Appointment:
Effective – July 1, 2022

Promotion:
Effective – July 1, 2028

July 1, 2022

July 1, 2028

Review Period: July 1, 2022 – September 30, 2027

Summary of University of California Access to Records Policy

Type of Record	Access Policy	
	Classification	Access by Individual
Outside Letters of Evaluation Solicited by School	Confidential	May receive redacted copies (1) before departmental recommendation or (2) after the final decision
Description of Qualifications of Outside Letter Writers (AP-11)	Confidential	No Access
Internal or External Unsolicited Student/Colleague Letters Requested by Candidate (usually not by formal letter)	Non-Confidential	May receive copy intact
Department Letter	Non-Confidential	May receive copy intact
Statistical Teaching Evaluations	Non-Confidential	May receive copy intact
Department Vote	Non-Confidential	Vote to be disclosed in department letter
Candidate Certifies Access Rights have been granted (AP-50)	Non-Confidential and Confidential	May receive a copy of the departmental letter and vote May receive a copy of redacted confidential material May request opportunity to respond
AFTER THE DEPARTMENTAL RECOMMENDATION		
Chair's Personal Letter	Non-Confidential	May receive intact copy after the final decision
Dean's Letter	Non-Confidential	May receive intact copy after the final decision
DURING THE COUNCIL ON ACADEMIC PERSONNEL'S REVIEW		
Chancellor's <i>Ad Hoc</i> Committee Report	Confidential	May receive redacted copy after the final decision
Request from CAP for Additional Information or in response to tentative recommendation	Non-Confidential	May receive copy and has opportunity to respond
Additional Outside Letters of Evaluation Solicited by School (may be needed for further review)	Confidential	May receive redacted copies (1) before departmental recommendation or (2) after the final decision
Description of Qualifications of Outside Letter Writers (AP-11)	Confidential	No Access
Department Letter response to request from CAP	Non-Confidential	May receive copy intact
Additional Information submitted by Department or by Chair on behalf of the Department and certified by candidate (AP-50-A)	Non-Confidential and Confidential	May receive a copy of additional information submitted for further consideration May receive a copy of redacted confidential material May request opportunity to respond
Chair's Personal Letter	Non-Confidential	May receive intact copy after the final decision
Dean's Letter	Non-Confidential	May receive copy intact after the final decision
AFTER THE COUNCIL ON ACADEMIC PERSONNEL'S RECOMMENDATION		
Council on Academic Personnel Report	Non-Confidential	May receive copy intact after the final decision
Other Administrators' Recommendation Letters	Non-Confidential	May receive copy intact after the final decision
Chair's Personal Letter	Non-Confidential	Receives copy after the final decision
Chancellor or Designee's Final Decision	Non-Confidential	Receives copy after the final decision

Special Timing of the Tenure Review for Faculty with Childrearing Extensions APP 3-50, Appendix III

Any faculty member at the Assistant level, which falls under the provisions of [APM 133](#) have the right, under certain circumstances provided for in policy [APM 133-17-h](#), to initiate a stop the clock during the pre-tenure review time (the probationary period).

Requesting a "Stop the Clock"

A faculty member may request to stop the clock during the probationary period for personal reasons:

1. **Childbearing or Childrearing:** care for any child who is, or becomes part of the faculty member's family. A faculty member at the Assistant level must be responsible for 50 percent or more of the care of the child.
2. **Serious Health Condition Including Disability or Bereavement:** A faculty member may request to stop the clock during the probationary period, when his or her ability to pursue his or her duties is significantly disrupted by a serious health condition or disability, by the need to care for a close family member who is seriously ill, or by the death of a close family member. This provision also covers other persons residing in the faculty member's household or cases involving close personal connection or interdependence.
3. **Significant Circumstances or Event:** A faculty member may request to stop the clock during the probationary period, for reasons due to a significant circumstance or event beyond the faculty member's control that disrupts the faculty member's ability to pursue his or her duties.

A faculty member may be granted no more than two years of extension during the probationary period. The birth or placement of one or more children at the same time constitutes a single event of birth or placement. An academic appointee must provide notice of his or her intent to stop the clock before July 1 of the academic year in which a promotion review is to occur. To initiate a Stop the Clock, complete the Stop the Clock Certification Form ([UCI-AP-92](#)).

- "Stop the Clock" is not a leave; it is a stoppage of the tenure clock and will automatically defer a mid-career appraisal and/or promotion review by one year. Please note, faculty at the Assistant level have the option to still submit a Mid-Career Appraisal and/or promotion/promotion to tenure review during its normal time.
- In order to automatically defer a Mid-Career Appraisal, the notification to "Stop the Clock" **must** be submitted by the end of the faculty member's third year (by June 30). If the notification to "Stop the Clock" is submitted after the Mid-Career Appraisal, the notification of intent to "Stop the Clock" **must** be made before July 1 of the academic year in which a tenure or promotion review is to occur.

NOTES: (1) Quarters "off the clock" due to a combination of Childbearing Leave, Parental Leave, and/or Primary Child-rearing Responsibility may not exceed one year for each event of childbirth or adoption. (2) Because the review cycle is conducted in terms of full, not partial, years, and partial years count toward the next full year, exclusion of one or two quarters for an academic year appointee or up to three quarters for a fiscal year appointee will not necessarily affect the timing of the tenure or promotion review.

** The child may be the appointee's child or that of the appointee's spouse or domestic partner.*

Family Friendly Resources

Federal Resources:

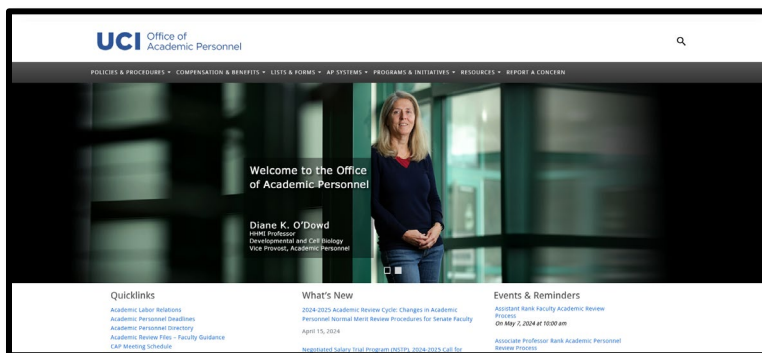
- [U.S. Department of Labor — Family and Medical Leave Act \(FMLA\)](#)

UC Systemwide Resources:

- [UC Office of the President — Family friendly practices and policies](#)
- Academic Personnel Manual (APM)
 - [APM 715 - Leaves of Absence/Family and Medical Leave](#)
 - [APM 760 - Family Accommodations for Childbearing and Childrearing](#)
 - [APM 220 Appendix B - Guidelines for Part-Time Appointment and Reduction in Percentage of Time of an Appointment to Accommodate Family Needs.](#)

UC Irvine Resources:

[UC Irvine Academic Personnel Website](#)



- Academic Personnel Procedures (APP) 7 — Leaves and Family Friendly Policies
 - [APP 7-10 Leaves and Family Friendly Policies](#)
 - [APP 7-11 Sick Medical Leave](#) (Personal illness)
 - [APP 7-12 Family and Medical Leave](#)
 - [APP 7-30 Reasonable Accommodations](#)
 - [APP 7-41 Childbearing Leave](#)
 - [APP 7-42 Active Service-Modified Duties](#)
 - [APP 7-43 Childrearing Leave](#)
 - [APP 7-44 Stopping the Clock](#)
- [APP 3-50 Assistant Professors](#) — Special Considerations in the Academic Personnel review process
- Family Friendly Forms
 - Leave of Absence Form ([UCI-AP-76](#))
 - Instructions for Completion of "Family Friendly" Forms ([UCI-AP-90](#))
 - Active Service-Modified Duties Request/Certification Form ([UCI-AP-91](#))
 - Stop The Clock Certification Form ([UCI-AP-92](#))
 - Request for Funding for Ladder Rank Faculty Teaching Release For Birth or Adoption of Child(ren) Form ([UCI-AP-93](#))
 - Family Friendly Checklist for Academic Appointees ([UCI-AP-94](#))

A. Systemwide Policies and Procedures

Academic Personnel Manual (APM)

Website: <https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/index.html>

1. [APM 245](#) – *Department Chairs*
Guidelines of the duties and responsibilities of the Department Chair as the leader and administrative head of the Department.
2. [APM 220](#) – *Professor Series*
A starting point for policies on appointments and promotions of Regular Ranks faculty. APM 220-18, Salary, clarifies the UC criteria for advancement to Professor, Step VI, and Professor, Above Scale.
3. [APM 210](#) – *Review and Appraisal Committees*
General review criteria for teaching, research, professional activity, and service. Chairs are responsible for submitting review of faculty teaching with merit and promotion files.
4. [APM 035](#) – *Affirmative Action and Nondiscrimination in Employment*
Contains UC policy on nondiscrimination, sexual harassment complaints, and affirmative action.
5. [APM 160](#) – *Academic Personnel Records/Maintenance of, Access to, and Opportunity to Request Amendment of*
Defines “confidential academic review records” and who has access to those records.
6. [APM 025](#) – *Conflict of Commitment and Outside Activities of Faculty Members*
Guidelines for the compensated and uncompensated outside professional and non-professional activities of faculty, along with annual reporting guidelines.

[APM 671](#) – *Conflict of Commitment and Outside Activities of Health Sciences Compensation Plan Participants*
Guidelines for the compensated and uncompensated outside professional and non-professional activities of faculty, along with annual reporting guidelines who are Health Sciences Compensation Plan participants.
7. [APM 015](#) – *The Faculty Code of Conduct*
Sets forth professional rights of faculty, both general ethical principles for faculty and examples of unacceptable faculty conduct, and rules and recommendations for the enforcement of the Faculty Code.
8. [APM 016](#) – *University Policy on Faculty Conduct and the Administration of Discipline*
General policy regarding faculty discipline. It specifies the penalties that may be imposed for violations of the Faculty Code of Conduct, what types of faculty behaviors are covered under the Faculty Code, and which academic appointees are governed by the Faculty Code.
9. [APM 150](#) – *Non-Senate Academic Appointees/Corrective Action and Dismissal*

Standards and procedures for instituting corrective action or dismissal of a non-Senate academic employee (who is not covered by a collective bargaining agreement) in the case of misconduct, unsatisfactory work performance, or dereliction of academic duty.

10. [APM 140](#) – *Non-Senate Academic Appointees/Grievances*
Provides non-Senate academic appointees the opportunity to present grievances.

University of California and UCI Policies, Procedures, and Websites (continued)

11. [APM 190](#) – *Selected Presidential Policies*
Selected University of California policies having Universitywide application to faculty, students, and/or staff.
 - A. [Whistleblower Policy and Whistleblower Protection Policy](#)
 - B. [Integrity in Research](#)
 - C. [Substance Abuse](#)
 - D. [Travel to Scholarly Meetings and Field Research Travel](#)
 - E. [Faculty Recruitment Allowance Program](#)
 - F. [Use of Non-19900 Fund Sources to Support Ladder-Rank faculty](#)
 - G. [Retirement Contributions on Academic Appointee Summer Salary](#)
 - H. [Endowed Chairs and Professorships](#)

B. UCI Policies and Procedures

Academic Personnel Procedures Manual (APP)

Website: <http://www.ap.uci.edu/>

1. APP, Section 3 – *Appointment and Review, Academic Senate Titles*
 - [APP 3-10](#) – *Appointment Policies*
 - [APP 3-20](#) – *Appointment File Documentation for Academic Senate Titles*
 - [APP 3-30](#) – *Responsibility of the Department Chair in the Academic Personnel Review Process for Academic Senate Titles*
 - [APP 3-40](#) – *Types of Actions for Academic Senate Titles*
 - [APP 3-50](#) – *Assistant Professors—Special Considerations in the Review Process*Guidelines for the responsibilities of the Department Chair in the review process and describes the different types of review outcomes and file documentation.
2. APP, Section 2 – *Recruitment Guidelines for Senate and Non-Senate Faculty*
 - [APP 2-10](#) – *General Recruitment Guidelines*
 - [APP 2-30](#) – *Non-Senate Recruitment Guidelines*
 - [APP 2-40](#) – *Non-Senate Recruitment Procedures*Explains the process to be used for recruitments in order to follow our policies on affirmative action and equal employment opportunity.
3. [APP 1-14](#) – *Departmental Voting Procedures*
Summarizes the Academic Senate Bylaw governing faculty voting rights in departments and indicates the importance of the faculty vote in the academic personnel review process.
4. [APP 1-12](#) – *Academic Personnel Review Process*

Provides guidelines to be followed by the chair, candidate, and department to assure fairness in the review process.

University of California and UCI Policies, Procedures, and Websites (continued)

C. UCI Academic Personnel Policies and Websites

1. [UCI Academic Personnel Website](#)
2. Chairs Guide for Personnel Reviews, [UCI-AP-15](#)
3. Council on Academic Personnel (CAP): [CAP's Frequently Asked Questions & Responses](#)
4. Online Academic Personnel Review System: [ScholarSteps](#)
5. UC Outside Activity Tracking System: [UC OATS](#)
6. Academic Delegations of Authority: [Irvine Delegation of Authority](#)

D. UCI Websites

1. [Office of Inclusive Excellence](#)
2. [Dependent Care Travel Awards](#)



November 4, 2013

DEANS AND DEPARTMENT CHAIRS

RE: Diversity in the Review Process: Guidelines for Faculty

Dear Colleagues:

Faculty activity that advances access, diversity and equal opportunity is an important part of the mission of the University of California. The Academic Personnel Manual (APM) recommends that faculty be encouraged and recognized for contributing to this vital priority of the university. The relevant section of APM 210.1-d is provided below.

The University of California is committed to excellence and equity in every facet of its mission. Teaching, research, professional and public service contributions that promote diversity and equal opportunity are to be encouraged and given recognition in the evaluation of the candidate's qualifications. These contributions to diversity and equal opportunity can take a variety of forms including efforts to advance equitable access to education, public service that addresses the needs of California's diverse population, or research in a scholar's area of expertise that highlights inequalities. Mentoring and advising of students or new faculty members are to be encouraged and given recognition in the teaching or service categories of academic personnel actions.

The personnel process at UCI provides for faculty to discuss their activity in at least two places. These are the self-statement and the MyData Review Profile. The narrative and summary formats permit faculty to detail the nature and impact of their activity and its relevance to the field, the department, school, campus or wider public. In providing context to faculty activity, the self-statement and the review profile enhances the quality of the evaluation of their contributions to diversity at the different levels of review—i.e. department, school, and campus.

Attached are guidelines designed to ensure that such faculty activity is appropriately evaluated and rewarded. Please review and share them with your department and school faculty.

Howard Gillman
Provost and Executive Vice Chancellor

Attachment

C: Chancellor Drake
Vice Provost Killackey
Associate Vice Provost Haynes

Diversity in the Review Process: Guidelines for Faculty

The Academic Senate adopted in 2009 the following broad definition of diversity.

Diversity—defining features of California’s past, present and future—refers to a variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, socioeconomic status, geographic region and more. (For the complete statement, please visit the website <http://diversity.universityofcalifornia.edu/diversity>.)

Use the Self-statement to describe and the Review Profile to document your activities. This will assist the department faculty and chair, school dean, CAP, provost and chancellor to understand and appreciate the significance of your activity. Be specific when describing the nature and impact of the research, teaching, and service activity that advances access, diversity and equal opportunity.

Your descriptions should address:

- *How the activity advances equal opportunity and diversity:* the ways it explores underrepresented or understudied populations or communities, cultures and practices; or illuminates societal inequalities or disparities.
- *What the significance or impact of the activity is:* how it builds or extends research problems or areas; raises awareness in local or state or national or international contexts; contributes to equitable access to education and broadens participation in higher education through outreach or mentoring or recruitment or student placement; addresses societal disparities or inequalities; or aligns with Category 7 (Multicultural Studies) of the General Education requirements.
- *The extent the activity has been recognized:* document and describe any and all of the following: competitive funding; any appearance in a peer reviewed journal or publication as a book; significant contribution to high impact online journalism such as a blog or curated web-page; selection for commendation by campus unit, professional association or public service organization; or has the faculty member served on a taskforce or been elected to a leadership position in an affinity group organization or a committee within a professional organization.