



20

novel ideas led to
patents

1,320

policy engagement
activities



2,840

credible, audience-
driven educational
materials

21,460

meetings, workshops,
field days and courses
held



537,190

direct contacts/
educational
exchanges with
adults and youth

UC ANR Academic Advancement Process

Daniel Obrist, Vice Provost Academic Personnel

How to Find Information and Academic Calendar

UC ANR / Human Resources / Academic Classification and

Human Resources

Search this Site

Contact Information

Home

Classification and Compensation

Academic

PR: E-Book and Dossier
Examples

Merit and Promotion

Annual Evaluation (AE) Process

Position Description Guidance

Aca

Print

2026

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Question

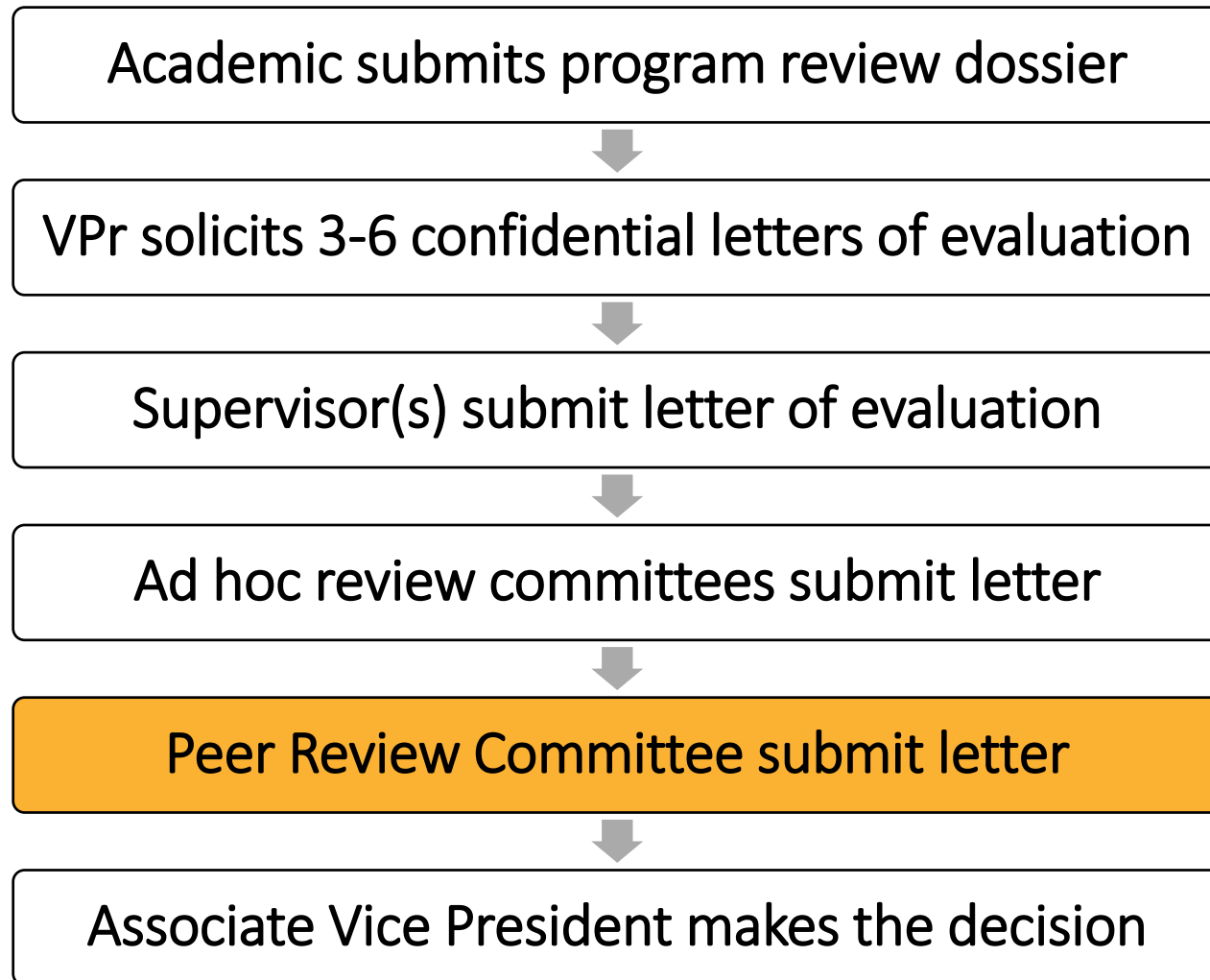
Current

- Issu

- Academic calendar:

- **July-September 2026:** Supervisors meet with Academics to review previous goals and refine future goals (as needed) for the next period.
- **September:** Project Board Annual Reporting Training
- **August – October:** Program Development and Evaluation Capacity Building (15-part series)
- **October 27, 2026:** Academics can amend their intended actions up to this date,...
- **Recommended - November 2, 2026:** Academics submit PR drafts to supervisors for review/comments
- **September – October:** Academic Advancement Trainings
- **December 7: DEADLINE to:** submit PR dossiers; Annual Evaluations; Project Board reporting; update ANR Profile Bibliography.

Program Review (merit and promotions): a multi-stage review process



- PRC is a critical part of a multi-stage review process, appointed by AVP Hales for 3-year overlapping terms
- Composition strives to reflect the breadth of UC ANR's programmatic areas and administrative assignments
- Merit and promotion process provides a mentorship framework and productive criticism
- Peer Review Committee composition: <https://ucanr.edu/sites/default/files/2025-01/406686.pdf>

Merit and Promotion Actions and Statistics

13-year Academic Advancement Statistics – all ANR Academics

Review Year	Total # of ALL Cases	On-Schedule Actions (normal M & P)				1st Term 18/30 Month Option (previously 13/24 through 2024)				Accelerated Actions			
		# of Cases	% Approved	% Alternate	% Denied	# of Cases	% Approved	% Alternate	% Denied	# of Cases	% Approved	% Alternate	% Denied
2026	98	72	94% (68)	4% (3)	1% (1)	13	100% (13)	0% (0)	0% (0)	14	43% (6)	7% (1)	50% (7)
2025	88	63	98% (62)	0% (0)	2% (1)	18	94% (17)	0% (0)	6% (1)	7	57% (4)	29% (2)	14% (1)
2024	69	44	91% (40)	2% (1)	7% (3)	14	79% (11)	0% (0)	21% (3)	9	89% (8)	11% (1)	0% (0)
2023	68	55	84% (57)	4% (3)	12% (8)	3	100% (3)	0% (0)	0% (0)	10	80% (8)	10% (1)	10% (1)
2022	66	59	83% (49)	4% (2)	13% (8)	3	100% (3)	0% (0)	0% (0)	4	25% (1)	25% (1)	50% (2)
2021	79	65	88% (57)	7% (5)	5% (3)	7	71% (5)	29% (2)	0% (0)	7	28.5% (2)	28.5% (2)	43% (3)
2020	65	51	90% (46)	6% (3)	4% (2)	4	100% (4)	0% (0)	0% (0)	10	40% (4)	10% (1)	50% (5)
2019	78	56	87% (49)	7% (4)	6% (3)	5	80% (4)	0% (0)	20% (1)	17	65% (11)	0% (0)	35% (6)
2018	93	71	86% (61)	0% (0)	14% (10)	11	91% (10)	0% (0)	9% (1)	11	91% (10)	0% (0)	9% (1)
2017	70	53	81% (43)	8% (4)	11% (6)	3	100% (3)	0% (0)	0% (0)	12	50% (7)	0% (0)	42% (5)
2016	82	57	74% (42)	2% (1)	24% (14)	8	88% (7)	12% (1)	0% (0)	17	71% (12)	6% (1)	23% (4)
2015	66	52	90% (47)	0% (0)	10% (5)	0	0% (0)	0% (0)	0% (0)	14	71% (10)	14% (2)	14% (2)
2014	57	50	90% (45)	0% (0)	10% (5)	2	100% (2)	0% (0)	0% (0)	5	80% (4)	20% (1)	0% (0)

- High success rate of requested actions (> 90% of on-schedule actions)

First Term Actions and the 18/30-Month Option

- First term academics may not submit an acceleration request for their first action.
- First-term actions should be merits, since promotion requests as first-term actions lack evidence of trajectory and sustained success
- First term promotions will not be approved unless there are special circumstances (e.g., if no step increase is feasible).
- First term academics usually complete at least two years for those in a two-year term cycle.
- 18/30-month option:
 - The earliest a first-term academic may seek advancement is after at least eighteen (18) full months for those in a two-year term cycle (30 months for three-year cycles). **The academic must show the equivalent of 24 (or 36) months of performance in the reduced review period.**
 - Discuss this option with your supervisor.
 - Don't just try and see what happens: negative decisions come with a cost! (If unsuccessful, one potential outcome is that the academic is not reappointed).

Mistakes to avoid

- Communicate and meet with supervisor(s) and share out your successes!
- Wait until the last minute to write your PR dossier, formatting, and editorial issues
- Lack of review of PR dossier (by supervisor, colleagues, friends)
- Unclear/confusing themes and structure, unclear role of academics in projects/achievements
- Not clear about academic expectations – consult APM, eBook and eBook tables.
- Information from outside the review period (e.g., publications from prior appointments)
- Unclear position expectations and PDs
- Seek an acceleration too early in one's career – accelerations are for exceptional performances.
- Rare, but serious: Academic misconduct

Resource Page

- eBook (Guidelines for Preparing the Thematic Program Review Dossier) and example dossiers: <https://ucanr.edu/dept/human-resources/pr-e-book-and-dossier-examples>
- Annual Evaluation Process: <https://ucanr.edu/dept/human-resources/annual-evaluation-ae-process>
- Academic HR merit and promotion: <https://ucanr.edu/dept/human-resources/merit-and-promotion>
- Project Board and Program Development and Evaluation Capacity Building trainings: <https://ucanr.edu/site/anr-ce-program-evaluation/trainings>
- UC APM (Academic Personnel Manuals): <https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/index.html>
 - 220 Professor Series: 220-80-c, 220-80-d, 220-80-e, 220-80-h, 220-80-i, 220-80-j, and 220-84-b, modified as appropriate.
 - Specific sections for title series; e.g., **375 Academic Coordinators; 335 CE Advisors; 334 CE Specialist**
- ANR PPM 315 (Policy and Procedure Manual): Advancement: <https://ucanrpolicy.ellucid.com/documents/view/122/active/>