

**COUNCIL ON ACADEMIC PERSONNEL (CAP)**  
**FREQUENTLY ASKED QUESTIONS (FAQS)**  
Revised November 1, 2008

**18. What is a Career Equity Review? Do I qualify for one?**

A Career Equity Review (CER) is an examination of a faculty member's personnel actions from the initial hiring at UCI onward in order to determine whether those actions have resulted in an inappropriately low rank and/or step. The purpose of a CER is not to re-open or appeal the decision(s) of any previous action(s), but to see if the candidate's performance, when considered over multiple review periods, may warrant additional advancement. The goal of a CER is to determine whether a faculty member's initial appointment was at too low a step; whether over time sufficient productivity has accumulated to warrant additional advancement even though individual merit actions did not call for accelerated advancement; and whether contributions have been overlooked, undervalued, or gained delayed impact after particular merit actions. A CER should normally be undertaken within rank, not between ranks.

A Career Equity Review may be initiated by any regular in-line faculty member as well as by Lecturers SOE and Senior Lecturers SOE who are members of the Academic Senate.

The Office of Academic Personnel can provide more information on the process of initiating a Career Equity Review.