



Michael T. Brown
Telephone: (510) 987-0711
Fax: (510) 763-0309
Email: Michael.Brown@ucop.edu

Chair of the Assembly and the Academic Council
Faculty Representative to the Board of Regents
University of California
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

March 27, 2008

**WYATT R. HUME
PROVOST AND CHIEF OPERATING OFFICER**

Re: Law Faculty Salary Scales

Dear Rory:

At its February 27, 2008 meeting, the Academic Council endorsed a request from UCAP Chair James Hunt to initiate a systemwide review of the law salary scales in order to align them more closely with other professorial salary scales, so that law faculty share a similar basis and timeline for academic personnel reviews. As noted by the enclosed UCAP correspondence, law school faculty salaries are incongruous with other professorial scales, which are problematic not only for campuses seeking to evaluate law faculty, but also for the integrity of the overall step system.

In short, assistant and associate professor titles are not utilized by UC law schools. Instead, and per the provisions in [APM 235](#), untenured law faculty are appointed as acting professors with two-year appointments, as opposed to the normal three-year review cycle for professors, which places law professors out-of-step with their non-law school professorial colleagues. When law professors become tenured, they are usually promoted from this acting title to Professor Step III or IV; subsequently, they reach the Professor Step VI threshold much earlier in their careers than non-law professors, who are only advancing from associate professor to professor at that point. Although this practice was adopted as a systemwide policy in the 1960s to increase the competitiveness of law salaries, there are more efficient means available today to address such market deficiencies, such as off-scales and separate law-school salary scales. Council believes that a thorough discussion of this issue by law school deans and Senate constituencies will result in a solution that is both transparent and much more easy to implement than the current cumbersome systemwide law school salary scale policy.

Thank you for considering this request. If you have any questions, please let me know.

Sincerely,

A handwritten signature in cursive script, appearing to read "Michael".

Michael T. Brown, Chair
Academic Council

Copy: Academic Council
María Bertero-Barceló, Senate Director

Encl: 1

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UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)
JAMES HUNT, CHAIR
hunt@CE.BERKELEY.EDU

The Academic Senate
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200
Phone: (510) 987-9467
Fax: (510) 763-0309

January 29, 2008

MICHAEL BROWN, CHAIR
ACADEMIC COUNCIL

Re: Law Faculty Salary Scales

Dear Michael:

At its January meeting, the University Committee on Academic Personnel (UCAP) discussed the incongruity of the UC law faculty scales in relation to the other professorial scales, which we view as a problem not only for campuses seeking to evaluate law faculty, but also for the integrity of the overall step system. UCAP recommends that UC initiate a systemwide review of the law scales in order to align them more closely with other professorial scales, so that law faculty share a similar basis and timeline for academic personnel reviews.

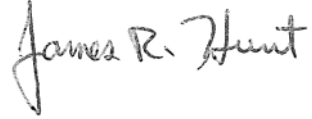
To summarize the problem, UC law schools do not use the assistant and associate professor titles. Un-tenured law faculty are appointed acting professors on the law salary scale according to provisions outlined in [APM 235](#). Acting professors carry a two-year appointment, which places them out of phase with the normal three-year review period for professors. The subsequent tenure review normally results in a promotion from the acting title to Professor Step III or IV, meaning that the Professor Step VI threshold often occurs much earlier in a career for law faculty than it does for other faculty, who are advancing from associate professor to professor at that stage in their career. This anomalous situation is codified in the Academic Personnel Manual but is awkward and difficult for law school campuses.

UCAP reviewed some of the historical background documents about the establishment of the current law scale structure. The practice of placing new law hires into acting titles and using a scale with only the professor rank was adopted as a systemwide policy in the 1960s to increase the competitiveness of law salaries. UCAP notes that while this may have made sense at the time, UC campuses today would use separate law-school salary scales and competitive off-scales to address market deficiencies.

The current law school salary structure is neither transparent nor easy to implement. Although UCAP is not prepared to propose a specific solution at this time, we believe reform is needed, and a broad discussion involving the law school deans and Senate constituencies will yield the best solution. We do note that the law scales should be restructured in a way that does not harm

salaries, and since most U.S. law schools do not use the associate professor title, UC should not disadvantage itself in any way by giving the associate modifier to recently tenured faculty. We request that Council approach UCOP with a recommendation that the University initiate a review of the law school scales.

Sincerely

A handwritten signature in black ink that reads "James R. Hunt". The signature is written in a cursive style with a large, prominent initial "J".

James Hunt
UCAP Chair

cc: UCAP
Senate Executive Director Bertero-Barcelo