

UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

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*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*

August 15, 2011

**SUSAN CARLSON
VICE PROVOST, ACADEMIC PERSONNEL
UNIVERSITY OF CALIFORNIA**

Re: Replacing “Above Scale” with “Distinguished Professor” in the APM

Dear Susan:

The University Committee on Academic Personnel (UCAP) recommends evaluating Academic Personnel Manual provisions to replace the “above scale” title with the “distinguished professor” title in all relevant APM sections. The APM sets extraordinary expectations for advancement to the “above scale” rank and the title “distinguished professor” aptly captures the intent of this language. In addition, the “distinguished professor” title is already used locally at many campuses. Therefore, Academic Council respectfully asks that a systemwide review be undertaken of the relevant APM sections in order to effect this change.

It should be noted that there is a select group of endowed chairs at UC Berkeley who use the title “Distinguished Professor”. However, after discussing the implications of such a change, UCAP members do not believe that a change in the APM to replace “above scale” with “distinguished professor” would pose a conflict with this local practice.

For your reference, I have enclosed correspondence from UCAP on this issue. Please do not hesitate to contact me if you have any questions.

Sincerely,



Daniel L. Simmons, Chair
Academic Council

Copy: Academic Council
Martha Winnacker, Academic Senate Executive Director

Encl. 1



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)
Ahmet Palazoglu, Chair
anpalazoglu@ucdavis.edu

Assembly of the Academic Senate
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July 25, 2011

DAN SIMMONS, CHAIR
ACADEMIC COUNCIL

RE: REPLACING "ABOVE SCALE" WITH "DISTINGUISHED PROFESSOR"

Dear Dan,

After UCAP submitted its proposal in June to the Academic Council regarding the replacement of "Above Scale" with "Distinguished Professor" in the APM, new information was received, requiring UCAP to revisit its proposal.

The new information was about the current use of "Distinguished Professor" in referring to a select number of endowed chairs (super-chairs) at Berkeley. For example, currently, Professor Pamela Samuelson is the Richard M. Sherman Distinguished Professor of Law and Information. It is pointed out that private donors value the use of this title and fund raising efforts would be negatively impacted if it is abandoned.

UCAP discussed the implications of the proposal in this context and, by majority, judged that the change in the APM language would not conflict with the existing use of the title for a special group of endowed chairs at Berkeley. The dissenting opinion pointed out to the potential awkwardness that may result for those faculty who have such a super-chair but are not "above scale", or for those who have advanced to the "above scale" rank but have just a regular endowed chair, and to the strong possibility that both the Administration and Senate at Berkeley will therefore oppose the proposal.

We request that Academic Council move forward with its evaluation of the proposal.

Sincerely,

A handwritten signature in black ink, appearing to read "A. Palazoglu".

Ahmet Palazoglu, Chair
UCAP



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)
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June 17, 2011

DAN SIMMONS, CHAIR
ACADEMIC COUNCIL

RE: REPLACING "ABOVE SCALE" WITH "DISTINGUISHED PROFESSOR"

Dear Dan,

During its meeting on May 10th, UCAP discussed replacing the “above scale” title with “distinguished professor” in all relevant APM sections. This would apply to all faculty series that use the “above scale” rank.

The distinguished professor title is already being used in most campuses as a local policy and this would formalize this practice. Furthermore, APM language clearly sets extraordinary expectations for advancement to the “above scale” rank and the title “distinguished professor” aptly captures the intent of this language. The title “above-scale” is terse at best in representing the accomplishments of a select group of UC faculty.

We request that Council approve sending the recommendation out for systemwide review.

Sincerely,

Ahmet Palazoglu, Chair
UCAP