



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*

January 8, 2008

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

Re: Proposed changes to APM 220-18.b(4) (Criteria for Professor Step VI and Above Scale)

Dear Rory.

Thank you for your response, dated October 18, 2007, to Academic Council Chair John Oakley's letter of April 13, 2007, proposing amendments to the criteria for advancement to Step VI and Above Scale (APM 220-18.b(4)). As a reminder, those earlier amendments were approved by Academic Council on March 28, 2007. The intent of those proposed changes to these barrier steps was to strengthen the written language to reflect the intent of these significant milestones and to standardize campus practices to the highest standard. Apparently upon administrative review, some administrators perceived these changes as a lessening of standards rather than a strengthening of them. We wish to complete a four-year process of this modification absent additional review. Thus, we have attempted to make conservative changes in the language to address the stated concerns. Let me summarize these proposed language changes but please see the enclosed draft of the version previously sent with track changes. I also enclose a "clean" version incorporating both the former and the present change recommendations.

First, we propose making the language consistent in both Step VI and Above Scale criteria that an overall career review is expected given that these steps are part of the post tenure review process that has greatly benefited the University of California as a system. Individual campuses have their own approaches to conducting such career reviews and those are unchanged by the new APM 220-18.b(4) language.

Second, excellence that has been sustained over the career is expected for Step VI and, now, in research, teaching, and service. We suggest the substitution of "Above and beyond that" for "In addition" to reflect that besides sustained excellence, great academic distinction is required in at least one of the categories. This again strengthens the language and reflects campus practices.

Third, the minor changes in the Above Scale paragraph emphasize that faculty at this rank are “highly” distinguished, have research activities that been widely recognized, and have maintained a dedication to and excellence in teaching and service. This is, again, a strengthening of the language from before.

Fourth, we suggest a minor but important change from reference to Above Scale salary to Above Scale rank, reflecting that rank reflects performance and the salary will ultimately map with rank. Thus, a reference to “salary increases” was changed to “merit increases”.

The Academic Council endorses these changes as consistent with the recommendations forwarded to you by Academic Council Chair Oakley. Thank you for your efforts to work with us in this important task of having our Academic Personnel Manual accurately convey our values and expectations as a University.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael", written in a cursive style.

Michael T. Brown, Chair
Academic Council

Copy: Academic Council
María Bertero-Barceló, Executive Director

Encl. 1

Proposed Amendment to APM 220-18
Adopted by the Academic Council ~~December 19, 2007~~

Deleted: March 28

APM 220-18.b

(4) Professor: The normal period of service at step is three years in each of the first four steps. Service at Step V may be of indefinite duration. Advancement to Step VI usually will not occur after less than three years of service at Step V, **involves an overall career review**, and will be granted on evidence of **sustained excellence in each of the following three categories: (1) highly distinguished scholarship or creative achievement, (2) highly meritorious service, and evidence of excellent University teaching, and (3) service.** ~~In interpreting these criteria, reviewers should require evidence of excellence and high merit in original scholarship or creative achievement, teaching and service and, Above and beyond that, great academic distinction, recognized nationally or internationally, will be required in at least one of these three categories, in scholarly or creative achievement or in teaching.~~ Service at Professor, Step VI, or higher, may be of indefinite duration. Advancement from Professor, Step VI to Step VII, from Step VII to Step VIII, and from Step VIII, to Step IX usually will not occur after less than three years of service at the lower step, and will only be granted on evidence of continuing achievement at the level required for advancement to Step VI.

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Those Professors who are ~~paid~~ on the special Law School scale ~~which that~~ has nine steps for the range are subject to the same criteria as Professors as outlined above.

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Advancement to an above-scale ~~salary rank~~ **involves an overall career review that** is reserved for ~~scholars~~ **highly distinguished faculty** whose **(1) work of sustained excellence has attained international recognition and broad acclaim reflective of its significant impact ; and teachers of the highest distinction whose work has been internationally recognized and acclaimed (2) whose teaching performance is excellent; and (3) whose service is meritorious.** Except in rare and compelling cases, advancement will not occur after less than four years at Step IX. Moreover, mere length of service and continued good performance at Step IX is not justification for further ~~salary~~ advancement. ~~There must be demonstration of additional merit and distinction beyond the performance on which previous advancement have been to Step IX was based is required.~~ A further merit increase in salary for a person already serving at an above-scale ~~salary level~~ **rank** must be justified by new evidence of merit and distinction. Continued good ~~service~~ **performance in each of the three categories** is not an adequate justification. Intervals between such ~~salary merit~~ increases may be indefinite, and only in the most superior cases ~~based on~~ where there is strong and compelling evidence will increases at intervals shorter than four years be approved.

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PROPOSED AMENDMENT TO APM 220-18
ADOPTED BY THE ACADEMIC COUNCIL DECEMBER 19, 2007

APM 220-18.b

(4) Professor: The normal period of service at step is three years in each of the first four steps. Service at Step V may be of indefinite duration. Advancement to Step VI usually will not occur after less than three years of service at Step V, involves an overall career review, and will be granted on evidence of sustained excellence in each of the following three categories: (1) scholarship or creative achievement, (2) University teaching, and (3) service. Above and beyond that, great academic distinction, recognized nationally or internationally will be required in at least one of these three categories. Service at Professor Step VI, or higher, may be of indefinite duration. Advancement from Professor Step VI to Step VII, from Step VII to Step VIII, and from Step VIII to Step IX usually will not occur after less than three years of service at the lower step and will only be granted on evidence of continuing achievement at the level required for advancement to Step VI.

Those Professors who are on the special Law School scale that has nine steps for the range are subject to the same criteria as Professors as outlined above.

Advancement to an above-scale rank involves an overall career review that is reserved for highly distinguished faculty whose (1) work of sustained excellence has attained international recognition and broad acclaim reflective of its significant impact; (2) whose teaching performance is excellent; and (3) whose service is meritorious. Except in rare and compelling cases, advancement will not occur after less than four years at Step IX. Moreover, mere length of service and continued good performance at Step IX is not justification for further advancement. There must be demonstration of additional merit and distinction beyond the performance on which previous advancement to Step IX was based. A further merit increase in salary for a person already serving at above-scale rank must be justified by new evidence of merit and distinction. Continued good performance in each of the three categories is not an adequate justification. Intervals between such merit increases may be indefinite, and only in the most superior cases where there is strong and compelling evidence will increases at intervals shorter than four years be approved.