

## TENURED PROFESSOR – MERIT TO PROFESSOR INITIAL ABOVE SCALE

### Definition

“Advancement to an Above-Scale rank involves an overall career review and is reserved only for the most highly distinguished faculty: (1) whose work of sustained and continuing excellence has attained national and international recognition and broad acclaim reflective of significant impact; (2) whose University teaching performance is excellent; and (3) whose service is highly meritorious.” ([The CALL - Regular Professorial Series, V.A4c.](#)). Additional information can be found at [The CALL - Summary of Procedures #14](#) and [The CALL - Summary of Procedures #5](#).

### Submit the following to Luskin:

- ☐ Original plus one (1) single-sided copy and four (4) double-sided copies of the dossier. For the double-sided copies, the cover page through the vote page must be single-sided, and thereafter double-sided.
- ☐ List the names, ranks and departments of three (3) faculty suitable to serve as a departmental representative if a Review Committee (RC) is appointed. Submit six (6) copies.
- ☐ Two (2) copies of the Off-Scale Analysis
- ☐ Publications, teaching evaluations, and any supporting materials placed in box. See below for details.\*

### Dossier Contents in the order below:

- ☐ **Merit Advancement to Above Scale Data Summary cover page**
  - Use the appropriate [Data Summary pages from the APO website](#)
  - For joint or split appointment(s), notate all departments and the percentages in the Department section
  - Complete all the fields in the Present Status and Proposed Status sections
    - Annual salaries - Refer to [Table 1: Faculty – Ladder Ranks – Professor Series, Academic Year](#)
    - Salary must be rounded to the nearest \$100
    - Proposed salary rate is marked as TBD if no specific salary is recommended
- ☐ If applicable, a **copy of the Joint Appointment waiver form**
- ☐ **History Record** (entire history; no handwritten entries)
- ☐ **Data Summary Vote page**
  - Be specific as to the motion voted on and the proposed effective date
  - The sum of the vote tally must equal the number eligible to vote (see [The CALL, Appendix 4](#))
  - Votes must add up and match the Departmental Assessment/Director’s letter
- ☐ **Data Summary, pages 3 - 6** (read instructions on each page)
  - **Candidate must initial these pages before committee or department review**
  - To ensure that a section is not overlooked, “N/A” or “None” should be notated
  - If the content does not fit on one page, append additional pages and number them with letters, for example 3a, 3b, 3c. Do not assign new numbers to the data summary pages.  
[Note:](#) CAP requests a separate teaching tabulation page with the following information: Quarter, Course, Number of Students, Response, Instructor Rating, Course Rating, and Department Average. Place this page directly behind data summary page 3.
- ☐ **Bibliography** ([L & S format](#) must be used)
  - The candidate must initial these pages before committee or department review
  - Mark “Since Last Advancement” in **ALL** sections
- ☐ **“Prior” Certification page**
  - **Must** be read by the candidate and signed before committee or department review
  - Bulky items (exhibits, grant proposals, etc.) should include a footnote, “See envelope (or box)”
  - List the information supplied by the candidate on the bottom section. Immediately after this page, include:
    - CV, required
    - Self-statement (*optional, but strongly encouraged*)
    - Sabbatical Report, if applicable
    - Bias list, if applicable
- ☐ **“After” Certification page**
  - **Must** be read by the candidate and signed after the Department Assessment Letter is finalized
  - **Must** be dated on or after the Department Assessment Letter

- ☐ If applicable, **candidate's written response to Department Assessment Letter**
- ☐ **Department Assessment/Recommendation Letter**
  - This is the letter setting forth the department's recommendation, written under the Chair's signature
  - The letter should be addressed to the Vice Chancellor
  - The first sentence **must** include the candidate's name, action, proposed rank and step, salary and whether the rate is off-scale, vote and effective date
  - Voting faculty have the right to review the letter prior to the candidate's review ([see memo from former VC](#))
- ☐ If applicable, **Chair's individual recommendation** (submit in a separate statement)
- ☐ If applicable, **Departmental ad hoc or standing committee report**
  
- ☐ If applicable, **Department's UC interdisciplinary sample solicitation letter with statement of confidentiality**
- ☐ If applicable, **letters of evaluation from UC interdisciplinary entities** (noted on the Prior Cert Page)
- ☐ **Peer evaluation of teaching must be submitted**
- ☐ **List of Extramural (outside) evaluators solicited** ([Table format](#))
  - List all evaluators solicited, even if they did not respond
  - The list must indicate if the evaluator was suggested by the candidate, department, or both
  - A brief biography is required for each evaluator that was solicited
  - Note:** CAP recommends the receipt of 6-8 letters, and a reasonable balance between evaluators from the candidate's list and the department's list. Otherwise, the department must solicit additional letters accordingly.
- ☐ **Department's sample solicitation letter with Statement of Confidentiality**
  - A [sample solicitation letter](#) and the [Statement of Confidentiality](#) can be found in The CALL
    - You may NOT change any part of the Statement of Confidentiality. It must be copied into a solicitation letter, or supplied as an attachment in this exact text.
  - Notate "Sample solicitation letter" at the top
- ☐ **Extramural (outside) evaluation letters** (see [Helpful Hints](#) for more information)
  - All solicited letters received must be included.
  - For evaluators who respond via email, include any attachment and a copy of the email.
  - For evaluators who declined to write, include a copy of their email notification.
- ☐ If applicable, **Department's Unsolicited sample solicitation letter with Statement of Confidentiality**
  - If an unsolicited letter of evaluation is received, a letter should first be sent to the writer setting forth the Statement of Confidentiality ([The CALL - Summary of Procedures #10](#)), asking that individual to respond whether in light of this policy the letter of evaluation should be included or returned. Conclude that if no response is received by an assigned date, it is assumed that the writer agrees to the inclusion of the evaluation letter.
  - Write "Unsolicited" at the top right corner of letter
- ☐ If applicable, **Unsolicited letters** (see [Helpful Hints](#) for more information)
  - All Unsolicited letters received must be included in the dossier
- ☐ **List of former and current students solicited**
  - The list must indicate if the student was suggested by the candidate, department, or both
  - List all students solicited, even if they did not respond
- ☐ **Department's sample Student Solicitation letter with Statement of Confidentiality**
  - A [sample solicitation letter](#) and the [Statement of Confidentiality](#) can be found in The CALL
    - You may NOT change any part of the Statement of Confidentiality. It must be copied into a solicitation letter, or supplied as an attachment in this exact text.
  - Write "Sample solicitation letter" at the top
- ☐ **Former and current student evaluation letters** (see [Helpful Hints](#) for more information)
  - All solicited letters received must be included in the dossier
- ☐ If applicable, **Unsolicited Student letters of evaluation with Statement of Confidentiality**
  - If an unsolicited letter of evaluation is included in the dossier, a letter should first be sent to the writer setting forth the Statement of Confidentiality ([The CALL, Summary of Procedures #10](#)) and asking that individual to respond whether in light of this University policy the letter of evaluation should be included or returned. Conclude that if no response is received by an assigned date, it is assumed that the writer agrees to the inclusion of the evaluation letter.
  - Write "Unsolicited" at the top right corner of the sample letter
- ☐ If applicable, **Unsolicited Student letters** (See [Helpful Hints](#) for more information)
  - All unsolicited letters received must be included in the dossier

### **Opus**

Process the action in Opus, and submit to the Dean's Office queue before the hard copies of the dossier are delivered.

### **\*Publications and Teaching Evaluations**

Publications, teaching evaluations, and any supporting materials placed in boxes. Boxes must be clearly labeled on both sides to include candidate's name, department(s), action, effective date, box number (e.g. 1 of 2), etc.

- Publications: All publications since advancement to Step VI should be submitted, including in-press and work-in-progress manuscripts, if available. Publications must be numbered and stapled.

Note: A copy of the bibliography must be placed in the box or envelope (check off the items submitted).

- Teaching: All teaching evaluations during the last 5 years should be submitted in reverse chronological order. Each packet should be stapled and have the OID evaluation summary sheet before the students' written comments.

### **Routing and Approval**

The Luskin analyst will review the case then forward it to the appropriate Dean for review. The Dean will write a recommendation, which will be included in the case when directed to APO. APO will send it to CAP. CAP may request a Review Committee (RC) be appointed.

- When an RC is not appointed, CAP reviews the file and makes a recommendation to the Vice Chancellor, who then decides the final outcome of the case.
- When an RC is appointed, the RC reviews the file and submits a report to APO, who forwards it to the College AP Office for the Dean's review. If the Dean writes an addendum, it will be directed to APO. APO will forward both the Dean's and the RC's recommendations to CAP. CAP will write a recommendation, and the Vice Chancellor will decide the final outcome.

The Luskin analyst will notify the department of the outcome.