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September 2, 2008

**CHANCELLORS
DIRECTOR – LAWRENCE BERKELEY NATIONAL LABORATORY
VICE PRESIDENT – AGRICULTURE AND NATURAL RESOURCES**

Dear Colleagues:

Revised Academic Personnel Policy 220-18-b(4), Criteria for Advancement to Professor, Step VI, and to Professor, Above Scale

Enclosed is revised Academic Personnel Policy 220-18-b(4), Criteria for Advancement to Professor, Step VI and to Professor, Above Scale, which is effective immediately for implementation no later than July 1, 2009. The revised policy seeks to strengthen and provide greater guidance on requirements for advancement, to provide greater understanding of the distinction between the criteria for advancement to Step VI and Above Scale, and to bring the policy in line with campus practices.

The revised wording in the policy has been earnestly debated by both Senate faculty and senior administrators. While there remains some disagreement regarding the precise language, there is now general consensus that the new policy more effectively differentiates between the advancements to Step VI and Above Scale, and re-emphasizes the value of University Service while not usurping the primacy of notable achievements in scholarship, research and University teaching.

This policy has been reviewed by campuses, the Academic Senate, the Office of the General Counsel, employee organizations and affected employees. I would like to thank the Academic Council, the University Committee on Academic Personnel (UCAP) and campus administrators for their work in the development and review of this proposal.

The policy may be found online at <http://www.ucop.edu/acadadv/acadpers/apm/apm-220.pdf>.

Sincerely,

A handwritten signature in black ink, appearing to read 'M.G. Yudof'.

Mark G. Yudof
President

Enclosure

cc: Interim Provost Grey
Academic Council Chair Croughan
Former Academic Council Chair Brown
Members, President's Cabinet
Principal Officers of The Regents
Council of Vice Chancellors
Associate Vice President Boyette
Vice Provosts for Academic Personnel
University Counsel Van Houten
Interim Executive Director Price
Associate Director Lockwood
Universitywide Policy Office