

April 16, 2003

DEANS:

I am writing to confirm the new, streamlined procedures for reviews of tenured faculty appointments. As we have discussed, in the vast majority of cases, the candidate already possesses a significant record of research, teaching, and service in higher education, and there is little question that this individual meets UC Berkeley standards. Thus, requiring a review by a Campus Ad Hoc Review Committee (CAHRC) adds significant delay to an already long process for not a lot of value. We are hoping to dispense with a CAHRC in these circumstances, with the Budget Committee acting as the CAHRC in cases where the following four conditions are met:

1. There exists unanimity or near unanimity at the departmental level on the appointment with tenure of the candidate
2. The candidate has received an enthusiastic and well-reasoned recommendation of the dean.
3. There exists overwhelming evidence of support for the appointment in the letters of external reviewers.
4. The candidate has an outstanding record of teaching, research, and service in higher education.

In order to meet these standards, clearly the first step is for a well-prepared and well-documented case from the Department. The dean then has the option of asking that the CAHRC review be waived. In making that request, the dean must provide a clear analysis of the case and detail why a CAHRC is not necessary. Letters from the dean which merely endorse the departmental recommendation will not be sufficient. The appointment file will then be reviewed by the Vice Provost for Academic Affairs and Faculty Welfare. Should the case meet the above conditions, the Vice Provost may make a recommendation to the Budget Committee that a CAHRC not be appointed. The Budget Committee may choose to act as the CAHRC in cases meeting the above four conditions. However, it is possible that the Budget Committee will believe that a CAHRC is necessary and/or appropriate for other reasons, e.g. that they do not have the expertise to conduct such a review. In these cases, they would proceed with the nomination of a CAHRC slate.

Whenever the Vice Provost or the Budget Committee determines a CAHRC is necessary, the dean will be notified that a CAHRC will be appointed. In those cases where the dean is recommending that no CAHRC be appointed, the dean may ask that slates be developed and approved in advance of receipt of case. This will provide a head start in those cases where a determination is made that a CAHRC is necessary.

Jan de Vries
Vice Provost for Academic Affairs
and Faculty Welfare