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## DUAL LADDER RANK FACULTY APPOINTMENTS

The campus administration has recently taken notice of the growing number of “dual ladder rank faculty appointments.” (Throughout the document, “dual ladder” will refer both to tenured and tenure track appointments). Dual ladder appointments result when an individual holds a tenured/tenure track appointment at Berkeley and simultaneously at another institution (i.e. 1 FTE at each institution or .50 FTE at UCB and .50 FTE at another institution). These situations arise:

- 1) When a Berkeley faculty member is being recruited by another institution and this faculty member wants to “try out” that other institution before making a final decision. The faculty member takes “leave without salary” from Berkeley and assumes a tenured/tenure track position at the other university. Departments agree to such a situation in the hope of ultimately retaining that faculty member.

In other instances, the department knows that the faculty member will not be returning, but wants to retain him/her on the books for academic reasons, e.g., for grants or student advising.

- 2) When we recruit a faculty member from another institution and he/she wants to try out Berkeley before “committing” to Berkeley. The faculty member takes “leave of absence” from the other institution, but goes on the payroll at UCB as a visiting faculty member.

In some instances, the recruited faculty member needs to finish ongoing commitments at their institution and so we appoint them to our faculty, with a future dated appointment starting either January 1 or July 1.

Both of the above situations, whereby a faculty member is listed as “tenured/tenure track” at two institutions, may create potential “conflicts of interest” pertaining to issues such as (a) loyalty; b) attracting/recruiting/working with graduate students; (c) fundraising; and (d) tying up of FTE slots.

A simple administrative solution is to follow the practice of other institutions and not permit “dual ladder appointments” at all. This, however, may not always be in the best interest of the campus.

To accommodate the best interests of Berkeley, we propose the following for those faculty who are offered a tenured/tenure track position elsewhere:

For those who wish to “try out” another institution, they may request to be appointed as a “visiting professor.” In these cases, the faculty members must receive their compensation directly from the other institution. The campus will no longer allow the practice of letting faculty remain on the Berkeley payroll, with the campus being reimbursed by the other institution for salary and benefits. It is inappropriate for an individual to receive retirement service credit which accrues to their pension without providing any service to the University. For intercampus recruitments, a visiting title is required, and policy mandates that the faculty remain on the payroll of the home campus.

- For those faculty who only have the option of accepting the other institution’s tenured/tenure track offer, they will be granted “leave without salary” for ONE YEAR ONLY, with a second year as an exception. Such exceptions will require approval by the Chancellor and will be considered only if there is strong reasoning furnished by the Dean of the concerned unit that there is a strong likelihood that the individual intends to return to Berkeley. In all instances, notice of return or resignation will be expected no later than *March 1* in the year of the leave.
- For those individuals who are definitely leaving, but who need to remain in a faculty title for the purposes of grants or graduate student advising, an appointment at 0 FTE can be made for a finite period of time (1 or 2 years), thus releasing the FTE.
- In those cases where the campus has responded to an outside offer with a salary increase, and the individual goes on leave without pay, the effective date of the salary increase will be the date the person returns to active service.
- For a second year of leave, the entire amount of salary savings will be retained by the campus.

For those faculty whom we recruit to Berkeley, but who do not want to resign from their tenured/tenure track position at another institution because they want to “try out” Berkeley, they can be offered a position as Visiting Professor for one year while the offer remains in effect until *March 1* of the year they are visiting. The funding for their visiting salary will come from the FTE authorization funding source, which will usually be central campus funding. In addition, “start up” packages will not be released until there is a formal acceptance of Berkeley’s offer and a documented resignation from the other institution.

- For new appointments where there is a good reason to remain at the other institution for a year (e.g., to finish up projects), the faculty member can accept Berkeley’s offer, and be entered into HCM with a future start date which must be either January 1 or July 1 commensurate with the date the faculty member will actually arrive. Deans can request funding for the position as part of their TAS budget requests to cover needs until the faculty member is in residence and on active pay status. However, once an individual has been entered in the system with a future start date, “startup packages,” can be implemented to begin building the research facilities and infrastructure necessary for that faculty member’s research endeavors.

When recruiting or retaining faculty, the campus will not consider any requests for an individual to hold two .50 FTE tenured/tenure track positions (.50 at UCB and .50 at another university) on an ongoing basis. Exceptions will be considered for .50 appointments at research institutes or laboratories (e.g., LBNL).