APRIL 26, 2010

TO: A.W. NORMAN, CHAIR
RIVERSIDE DIVISION

FM: D. HARE, CHAIR
COMMITTEE ON FACULTY WELFARE

RE: PROPOSAL TO ESTABLISH THE UCR PROGRAM FOR PROFESSOR OF THE GRADUATE DIVISION (PGD)

The Faculty Welfare Committee generally favored the proposal and noted that there would be no cost to the Campus to establish this program. One member was concerned with the requirement that candidate faculty members should have undergone a merit review during the past three years and suggested that this may be a problem for some who might make a decision to retire on relatively short notice. Other members of the committee pointed out that the proposal allows for exceptions to this requirement. On balance, it is likely that the absence of a recent merit review could be adequately addressed by the candidate in his or her self-statement and the supporting departmental letter. One member also questioned the need for full annual reviews of Professors of the Graduate Division from the Department through the VPAP after the initial appointment. Review at three-year intervals may be more appropriate and would be consistent with the review of Full Professors.
March 31, 2010

To: Anthony W. Norman  
Chair, Riverside Division Academic Senate

Fr: John Trumble  
Chair, Committee on Academic Personnel

Re: Program for Professor of the Graduate Division

CAP voted unanimously to support the Program for Professor of the Graduate Division (+10-0-0).
April 28, 2010

Anthony W. Norman, Chair
Riverside Division
Academic Senate

At its meeting of Monday, April 19, 2010, the Graduate Council considered the Proposal to Establish the UCR Program for Professor of the Graduate Division (PGD). While the Council discussed possible pros and cons associated with establishment of such a program, they voted to support the spirit of the document.

Alan E. Williams, Chair
Graduate Council

AEW/vb
April 15, 2010

TO: ANTHONY NORMAN, CHAIR
ACADEMIC SENATE

FR: JOSE WUDKA, CHAIR
COMMITTEE ON EDUCATIONAL POLICY

RE: PROPOSAL FOR PROFESSOR OF GRADUATE DIVISION

The CEP considered the proposal to establish the UCR program for Professor of the Graduate Division. The Committee was supportive of the idea (9 Yes votes, 0 No votes, 0 abstentions). However, the majority were concerned about potentially unnecessary steps in the approval process; can this be limited to approvals by the Department, the Dean, then CAP, with further review by the EVC/Administration only in case there are discrepancies among these reviews?
March 23, 2010

TO: DAN HARE, CHAIR
COMMITTEE ON FACULTY WELFARE

JOHN TRUMBLE, CHAIR
COMMITTEE ON ACADEMIC PERSONNEL

ALAN WILLIAMS, CHAIR
GRADUATE COUNCIL

JOSE WUDKA, CHAIR
COMMITTEE ON EDUCATIONAL POLICY

FM: ANTHONY W. NORMAN, CHAIR
RIVERSIDE DIVISION

RE: PROPOSAL TO ESTABLISH THE UCR PROGRAM FOR PROFESSOR OF THE
GRADUATE DIVISION (PGD)

Attached for your review is the proposal to establish the UCR Program for Professor of the Graduate Division (PGD). The Professor of the Graduate Division (PGD) is a program that would be available to UCR retiring/retired faculty who are fully engaged in research and/or other departmental and campus activities and who wish to continue to contribute to UC and UCR with distinction after their retirement from official active faculty status.

The proposal is modeled on a similar program at UC Berkeley, which has been in place since 1991. (Appendix A contains a description of their program and endorsement from two recently retired UCB faculty.)

Please review and return your comments to me by MONDAY, APRIL 19, 2010
PROPOSAL TO ESTABLISH THE UCR PROGRAM FOR
PROFESSOR OF THE GRADUATE DIVISION (PGD)

Background

The Professor of the Graduate Division (PGD) is a program that would be available to UCR retiring/retired faculty who are fully engaged in research and/or other departmental and campus activities and who wish to continue to contribute to UC and UCR with distinction after their retirement from official active faculty status.

The proposal is modeled on a similar program at UC Berkeley, which has been in place since 1991. (Appendix A contains a description of their program and endorsement from two recently retired UCB faculty.)

An exploratory poll of 60 recently retired UCR faculty from BCOE, CNAS, and CHASS (conducted by Tony Norman in December 2009) received favorable feedback: of 20 respondents, 17 expressed strong interest in the PGD opportunity. Preliminary discussions with the Chancellor, the Deans, and the Graduate Dean also resulted in strongly favorable feedback.

OUTLINE OF THE PROPOSAL

Purpose

To retain and encourage active participation of retiring faculty who are fully engaged in research and/or other departmental and campus activities and who wish to continue to contribute to UCR with distinction.

Privileges

The PGD program would carry benefits both to the individuals and to the campus, including:

1. PGD faculty would be identified (in the campus catalog and elsewhere) by the title “Professor of the Graduate Division” rather than “Professor Emeritus/a.”
2. PGD faculty would have the authority to seek outside grants and serve as PI, similar to that of active faculty.
3. PGD faculty could serve as dissertation supervisors and on graduate exam committees; PGD faculty could teach and engage in administrative service. (Note that arrangements for teaching under the UC retirement recall program would be negotiated separately from the PGD program; not all retired faculty on recall would hold the title of PGD, and not all holding the title of PGD would be involved in the retirement recall program.)

4. PGD faculty would have the departmental voting privileges of Emeriti/ae as established under Senate bylaw 55.

5. The title of PGD carries no remuneration.

**Eligibility and Appointment Procedure**

1. To be eligible, retiring/retired faculty should have undergone a merit review during the last 3 years. (Exceptions to this could be considered for faculty applicants who have been retired longer than 4 years.)

2. The initial appointment would be for three years, with the possibility of annual renewal thereafter, based on the review procedures outlined below.

3. The applicant should submit the following materials for review:
   
   a. A self-statement describing the perceived benefits to the candidate and contributions to the campus that will result from having a PGD appointment
   
   b. An updated UC Bio-bibliography
   
   c. A summary of scholarly activity during the past three years (publications, grant activity, presentations and invited talks, graduate student and/or postdoctoral training)

4. Departmental review and letter
   
   a. The review shall contain a vote of departmental faculty on the proposed appointment
   
   b. Department letter should include discussion of the nominee’s potential contributions as PGD and the nominee’s expected duties; comments about office space considerations could also be noted

5. Decanal and supplemental reviews
a. The department’s recommendation should be forwarded to the Dean, who will add his/her evaluative statement regarding the proposed appointment
b. The file shall also be reviewed by the Graduate Dean for comment
c. If the candidate will be participating in activities outside the home department, the candidate may request additional reviews by those units

6. Review by the Senate Committee on Academic Personnel
7. Review by the Vice Provost for Academic Personnel
8. Appointment by the Executive Vice Chancellor and Provost

**Timeline for Consideration of PGD Proposal**

1. Academic Senate Executive Council general comments and suggestions
   a. February 22, 2010

2. Review and Comment by Senate Committees: Faculty Welfare, CAP, Graduate Council, and Educational Policy
   a. Due by April 1, 2010

3. Formal consideration by Executive Council
   a. Early April 2010

4. Formal presentation and consideration by the spring Divisional Meeting
   a. May 2010

5. Implementation target date: 2010-11 Academic year
APPENDIX A

5 November 2003

Berkeley Retirement Incentive Program
This memo supercedes the Council of Deans memo of 4 November.

Appointments as Professor of the Graduate School (PGS)

Retiring faculty who are fully engaged in research and who continue to contribute with distinction to the graduate program may be nominated for appointment.

Eligibility and Duties

- Faculty retiring in academic year 2003-04 may be nominated for an initial appointment of up to three years. Otherwise, appointments are for one year, renewable.
- Nominating deans and chairs should identify appropriate duties for each individual nominated. These include dissertation supervision, participation on orals committee, regular participation in graduate seminars, performance of administrative service.
- Continuation of the privileges of the title requires residence for the equivalent of one semester during any academic year. The title and any privileges will be discontinued if the residency requirement is not met.

Privileges

- Access to departmental support services extended to regular faculty.
- Identification in the campus catalogue and elsewhere as “Professor of the Graduate School” instead of “emeritus/a.”
- Authority to seek outside grants and serve as PI are the same for PGS as for regular faculty
- In exceptional cases the Chancellor, upon the recommendation of the Dean, may allow a retiring faculty member holding an endowed chair to retain all or part of the income of the chair for the length of the initial PGS appointment or the end of the term of the chair, whichever comes first. Chair income may only be used for research expenses and the support of graduate students. It may not be used to provide summer compensation or any other form of income supplementation.
- PGS are considered to be “recalled” and have the departmental voting privileges of Emeriti/ae as established under Senate By-Law 55.D (3)

Criteria for PGS Appointment

Nominations for PGS appointment must be made by the department chair, accompanied by an affirmative departmental vote. The chair’s nomination letter should describe the departmental value of the appointment and the nominee’s expected duties and activities. The nominations are reviewed by the relevant Dean and the Academic Senate’s Committee on Budget and Interdepartmental Relations. Appointments are approved by the Vice Provost for Academic Affairs and Faculty Welfare.
Recall Teaching Agreements.

Arrangements to recall retiring faculty for teaching purposes may be made before the retirement date with faculty aged 60 and above. Multi-year agreements will not considered binding, although an intention to recall for up to three years may be expressed. Recall appointments must be made annually, and must be based on programmatic need, budgetary capacity, and continued successful performance of duties.

The agreement must specify the course(s) to be taught and the rate of Compensation. Compensation for recall teaching assignments is by agreement. In establishing the compensation for recall teaching, chairs and deans should be guided by the nature of the teaching assignment, the alternative cost of providing instruction, and the available financial resources.

Recall assignments may not commence until 90 days after retirement. However, there is a compelling need for an earlier recall, the effective date of the recall must be at least 30 days after retirement or upon receipt of the first retirement check—whichever is later.

Financial Incentive.

For each faculty member who retires in 2003-2004, deans will be credited with $15,000 to be used in a manner agreed to with the retiree. Retirees need not be appointed as PGS to be eligible for this support, but they must be in residence and may not take other academic employment. The options include:

- A research grant, primarily to hire research assistants and otherwise support graduate students. PGS who continue to hold endowed chairs may use these funds only to provide fellowship support to graduate students.
- Financial support of recall teaching appointments.
- Renovation of offices or other physical facilities appropriate to the transition from regular to emeritus/a or PGS status.
- A combination of the above.

Department chairs may discuss these arrangements, but approval for the use of funds will be made by the relevant dean.

Space

All issues of office and laboratory space must be arranged by the dean and/or chair. In doing so, the campus guidelines for emeriti/ae offices (available at http://smcp.vcbf.berkeley.edu/policies/emeriti.htm) should be followed.

Endorsed by the Executive Council: May 10, 2010
Dear Professor Norman,

My colleague, Chris Kutz, suggested I reply to your question about Berkeley's Prof of Graduate School (POGS) program. I chair the Berkeley CAP this year. (I am not sure what materials you previously received from Mary Firestone.)

The program continues and continues to be successful. At the time of its initiation in the '90s, it formed part of a package of incentives to encourage faculty retirements. Then the package included various generous financial incentives. Under the current budget cuts, Berkeley (of course) has not had the means to offer financial incentives for retirements. But the Prof of Graduate School program continues to operate, and I know anecdotally that several faculty who have decided to retire have sought the appointment.

The Budget Cuts likely have had an indirect impact on the program in the following way. Many retired faculty in the program continued to do recall teaching, which was funded by temporary teaching budgets. These are under ferocious strain. I am imagine one way in which these faculty members previously were kept connected to campus - recall teaching - has been weakened and will continue to be so going forward.

Finally, part of the appeal of becoming Prof of the Grad School (vs. Professor Emeritus) was that the designation kept the faculty member still competitive for outside grants. I am told by colleagues in the relevant disciplines that this goal was successfully realized. Please let me know in case this fails to respond to your questions. I fear I don't have numbers for you, and worry if this is too impressionistic.

Yours,

David Lieberman
Boalt School of Law
UC-Berkeley
Hi Tony,

Good to hear from you. Hard times have increased the popularity of the PGS program mainly because your 19900 funding is terminated when you are paid the UCRS pension.

All that is required for PGS status is that you contribute in some reduced way to the research, teaching and/or service to the University. Since retiring in ’06, I closed my own lab, but do collaborative research, which produces maybe a paper or two/year, I teach 15 undergrad lectures of metabolism/year and serve on 2-3 exam and promotion committees. This is good for me, as my brain atrophies a little more slowly. I am giving up the undergrad course after this year, but plan to keep other activities, so I expect my PGS status will continue. It really doesn’t cost the University anything to do this.

There is some advantage to continue teaching. I do get an extra $xxxx/year for my half course.

Best wishes for the season.

Jack

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