

We recommend that the Chancellor forward to System Administration the following suggestions for incorporation into the UW System academic staff titling structure:

1. In all Category A and Category B academic staff titles there should be a fourth designation: **DISTINGUISHED**.
2. Basic criteria for this title should be set at system level, but should leave the maximum level of opportunity for individual universities to recognize their own particular situations.
3. This designation should not be considered a normal career progression but should be reserved for a very small number of academic staff members whose superlative accomplishments are evidenced by widespread peer recognition. It should be used at this university in conjunction with existing title and promotion possibilities and existing departmental structures.
4. Criteria and procedures for award of this designation should be established at each campus. On this campus the Assembly will participate in development of criteria and procedures. Procedures should provide for review by more than a single individual (the supervisor), and should allow for review by those most likely to have knowledge of the expertise, accomplishments, and reputation of the staff member being proposed.
5. At this university many academic staff members operate in peer groups that are national and even international in scope, and where appropriate such measures of recognition may be used. Criteria should allow, however, for consideration of other measures where the staff member's area of operation is more restricted.
6. We recommend a salary increment at the time of award of the distinguished designation, and that the effect of the designation should be to move the staff member into Category B for salary purposes, thus uncapping the salary range. At a minimum, we would expect that award of the distinguished designation would move the staff member up one salary range if in Category A.
7. We suggest the following as a possible definition for this designation:

An academic staff member recognized as **DISTINGUISHED** has achieved an exceptionally high performance standard that is recognized by peers, often nationally or internationally but certainly beyond the immediate work unit, for expertise and contributions to the profession. This outstanding work performance will have been demonstrated in the profession for a significant period of time, although seniority or longevity would not be sufficient for award of the designation. Such a professional staff member will use ingenuity to solve state-of-the-art problems with no guidance, and will solve unexpected or complex problems beyond the capabilities of others in the same profession who are at the Senior or "no prefix" level. A **DISTINGUISHED** academic staff member may make intellectual contributions to the field that are widely recognized and applied beyond this University setting.

Resolution Commending  
Acting Chancellor Cohen  
Acting Vice Chancellor Certain  
Acting Associate Vice Chancellor Raatz

The Academic Staff Committee and the Academic Staff Assembly join in recognizing the incomparable leadership of Bernard Cohen during the year of his Acting Chancellorship. In a year marked by a series of uncommon and challenging events, Acting Chancellor Cohen presided with a studied calm and even handed approach.

Though other matters must have at times seemed more pressing, Acting Chancellor Cohen continued to take time to support our Academic Staff fledgling governance structure. His birthing skills applied to the Assembly bylaws process were invaluable. We congratulate Acting Chancellor Cohen on successfully completing his "year of living dangerously." We also extend our sincere appreciation to Acting Vice Chancellor Certain and Acting Associate Vice Chancellor Carla Raatz who were especially effective in supporting the Chancellor and the Academic Staff.