

**POLICY OF THE HAAS SCHOOL OF BUSINESS
WITH RESPECT TO GRADING**

(Adopted by the Faculty April 29, 2011; Revised October 21, 2011 and April 27, 2012)

The Haas School seeks to assign grades that reflect students' performance, in accordance with UC Berkeley's grading policy, which states:

“The work of all students on the Berkeley campus is reported in terms of the following grades: A (excellent), B (good), C (fair), D (barely passing), F (failure), P (passed at a minimum level of C-), NP (not passed), S (satisfactory, passed at a minimum level of B-), U (unsatisfactory), I (work incomplete due to circumstances beyond the student's control, but of passing quality), IP (work in progress; final grade to be assigned upon completion of entire course sequence). The grades A, B, C, and D may be modified by plus (+) or minus (-) suffixes.”
(<http://berkeley.edu/catalog/policies/grades.html>)

The Haas School policy with respect to grading has three goals: to ensure that grading is fair across courses; to encourage students to take their coursework seriously; to hold faculty accountable to the rigorous standards of the Haas School of Business. All instructors who teach Undergraduate, Full Time MBA, Evening and Weekend MBA, Berkeley-Columbia Executive MBA, or MFE courses will be required to follow this grading policy. Only PhD courses are exempt.

If an instructor wishes to submit grades that would violate this policy, the instructor must explain in writing to the Senior Assistant Dean for Instruction (SADI) why the course, and the distribution of students who are enrolled, warrant a deviation from this policy. Written approval from the SADI must be obtained to proceed with a higher mean GPA for the class. Deviations for classes with more than 18 students must be approved by both the SADI and the Dean of the Haas School. Such waivers should be rare. In the event of such an approved deviation from the policy, the mean GPA of any course should not exceed 3.65.

The SADI will report annually to the Policy and Planning Committee on the courses for which waivers have been issued, the reasons for the waivers, and any policies that the SADI has established for such waivers.

Mean Course GPA Requirements for Electives

As with all UC Berkeley courses, letter grades are assigned a point value as follows:

A+ = 4.0; A = 3.7; A- = 3.3; B+ = 3.0; B = 2.7; B- = 2.3; C+ = 2.0; C = 1.7; C- = 1.3; D+ = 1.0; D = 0.7; D- = 0.3; and F = none.

When assigning grades to an elective (non-core) course, the **mean GPA** in any class with enrollments of 18 or more students should be no more 3.4.

Grading Requirements for Core Courses

When assigning grades to a core course in the undergraduate program, the **mean GPA** in any class should be no more 3.2.

Core courses in all the Masters programs must adhere to the following distribution: 15% A; 20% A-; 30% B+; 20% B; and 15% B- or below. This curve implements a mean GPA of roughly 3.3 or less.

Monitoring and Reporting

After grades are assigned the SADI's office will calculate the mean GPA of all courses and the distributions of grades for all core courses. Instructors whose grade assignments violate this policy will be promptly notified by the SADI and asked to immediately amend their assigned grades to satisfy this policy's requirements.

Enforcement and Consequences

If for any reason a grade assignment that violates this policy is not corrected, the SADI will report such violations to all the Haas instructors, to the ADAA and to the Dean via an email that lists the violators, their courses, and the complete grade distribution of their course. If any of the violations was for a class of less than 18 students, and was approved by the SADI, the SADI will include in the email the reasons for the exceptional approval.

Group Chairs and the SADI are responsible for communicating the importance of this policy to all Haas instructors. Group Chairs and the ADAA will consider any such violations when making non-ladder appointments or reappointments, and when discussing teaching in ladder merit cases. The SADI will inform non-ladder faculty that violations of this policy may result in a termination of their teaching for the Haas School of Business.