January 31, 2018

To: Sandra Graham, Senate Chair, Academic Senate

From: Patricia Ganz, Chair, Council on Academic Personnel


Dear Professor Graham,

CAP has been asked to provide input on the Systemwide proposed revisions to the Academic Personnel Manual with respect to the Lecturer with Security of Employment Series. CAP’s members expressed several general concerns about the proposed revisions that include the following:

Some members of CAP are concerned about making members of the series voting members of the Academic Senate, specifically with respect to voting on appointments and promotions within the regular professorial series. Some members are particularly concerned with Lecturers voting on the research records of those in the professor series.

There was also general concern expressed that the new series not be used to reduce or supplant FTEs for the regular professor series, particularly as demands for more teaching increase with increased undergraduate enrollment. Related to this concern is the way in which the language in the proposal allows Chancellors to place caps on the number of hires in the series with no assurance that any such limitation will actually be imposed.

CAP also wants to ensure that when appointments in this series are evaluated (and with any series where teaching is the primary focus), we have adequate information available to us to evaluate excellence in teaching. We often get teaching evaluations in courses that have a very low response rate (sometimes well under 50 percent), and we rarely have enough information to evaluate whether teaching is cutting edge or even completely current, and many departments provide no peer teaching review. If teaching is the sole or principal basis for promotion in the new Lecturer with Security of Employment series, CAP believes that departments must adequately review and document teaching performance in ways that allow the committee to assess whether the candidate meets the appropriate standard for promotion.
Thank you for the opportunity to comment on the proposed changes. Please let us know if you have questions or need additional information.

Sincerely,

Patricia Ganz, Chair 2017-18
Council on Academic Personnel

Cc: Joe Bristow, Senate Vice-Chair/Chair-Elect, Academic Senate
    Susan Cochran, Senate Immediate Past Senate Chair, Academic Senate
    Linda Mohr, Chief Administrative Officer, Academic Senate
    Eric Malmquist, CAP Committee Analyst, Academic Senate