Executive Board
(Systemwide Senate Review) Proposed Revisions to APM - 285, Lecturer with Security of Employment Series

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April 3, 2024

DOUGLAS HAYNES, VICE PROVOST
ACADEMIC PERSONNEL & PROGRAMS


Dear Vice Provost Haynes:

As requested, I distributed for systemwide Academic Senate review the proposed revisions to Academic Personnel Manual (APM) Section 285. The revisions address the Academic Council’s proposed renaming1 of the “Lecturer with Security of Employment” (LSOE) title series to “Teaching Professor,” with corresponding changes in the Senate bylaws. Nine Senate divisions and three systemwide committees (UCROP, UCFW, and UCPB) submitted comments. These comments were discussed at the Academic Council’s March 27 meeting and are attached for your reference.

Although the Academic Council recommended the title “Teaching Professor” for the series, and the revisions propose “Professor of Teaching,” there is general support for the change as a positive step to better recognize the status and contributions of these faculty. Several individual divisions (UCLA, UCSD, and UCSC) expressed a preference in their letters for the title “Teaching Professor” over “Professor of Teaching,” but we understand that those campuses will continue to have the option to use the working title “Teaching Professor.”

We encourage you to review and consider the editorial suggestions and other comments made by reviewers in the attached packet. These include:

- Mirroring the Professor of Clinical ___ title series (i.e., Professor of Teaching Psychology, etc.) to make the title more descriptive.
- Clarifying that security of employment is equivalent to attaining tenure in the Professorial series.

1 https://senate.universityofcalifornia.edu/_files/reports/sc-kn-request-for-apm-revision-lsoe-teaching-professors.pdf
Addressing the Santa Cruz division’s request for clarity on why the term “tenure” cannot be used for this series.

Furthermore, UCPB noted that with the elimination of Appendix A outlining the old evaluation criteria for the LSOE series, further guidance is needed about the scholarly achievement and creative activity required to advance in this series for individuals already in the series on June 30, 2023.

Thank you for the opportunity to opine. Please do not hesitate to contact me if you have additional questions.

Sincerely,

James Steintrager, Chair
Academic Council

Cc: Academic Council
    Provost & Executive Vice President Newman
    Associate Vice Provost Lee
    Academic Personnel Compensation and Policy Analyst Miller
    Senate Division Executive Directors
    Senate Executive Director Lin
March 18, 2024

JAMES STEINTRAGER
Chair, Academic Council

Subject: Proposed Revisions to APM - 285, Lecturer with Security of Employment Series

Dear Chair Steintrager:

On March 4, 2024, the Council of the Berkeley Division (DIVCO) discussed the proposed revisions to the sections of the Academic Personnel Manual (APM) 285, Lecturer with Security of Employment Series, informed by written comments from the Committees on Academic Planning and Resource Allocation (CAPRA); Budget and Interdepartmental Relations (BIR); and Diversity, Equity, and Campus Climate (DECC). DIVCO endorsed the attached comments in full. Please see attached.

DIVCO is supportive to rename the Lecturer with Security of Employment (LSOE) Series to “Professor of Teaching,” including the title and ranks of the series (Assistant Professor of Teaching, Associate Professor of Teaching, and Professor of Teaching). We are also supportive of the removal of Appendix A, which has expired.

Sincerely,

Maximilian Auffhammer,
Avice M. Saint Professor
Professor of Agricultural & Resource Economics/Political Economy (ARE/PE)
Chair, Berkeley Division of the Academic Senate

Enclosures

cc: Amani Nuru-Jeter, Vice Chair, Berkeley Division of the Academic Senate
Jocelyn Surla Banaria, Executive Director, Berkeley Division of the Academic Senate
J. Miguel Villas-Boas, Chair, Committee on Academic Planning and Resource Allocation
Rachel Morello-Frosch, Chair, Committee on Budget and Interdepartmental Relations
Christine Wildsoet, Chair, Committee on Diversity, Equity, and Campus Climate
Will Lynch, Manager, Committee on Budget and Interdepartmental Relations
Linda Corley, Senate Analyst, Committee on Diversity, Equity, and Campus Climate
Milo Knight, Senate Analyst, Committee on Academic Planning and Resource Allocation
February 12, 2024

PROFESSOR Max Auffhammer
Chair, Berkeley Division of the Academic Senate


At its February 7, 2024 meeting, CAPRA discussed the “Proposed Revisions to Academic Personnel Manual (APM) Section 285, Lecturer with Security of Employment”. The committee endorses the proposed revisions without comment.

Thank you for the opportunity to review the proposal.

With best regards,

J. Miguel Villas-Boas, Chair
Committee on Academic Planning and Resource Allocation
CHAIR MAXIMILLIAN AUFFHAMMER  
BERKELEY DIVISION OF THE ACADEMIC SENATE


Thank you for inviting us to comment on the proposed new revisions to APM-285, Lecturer with Security Employment (LSOE) Series. We are supportive of the renaming of the LSOE series to “Professor of Teaching” series, including the title and ranks of the series (Assistant Professor of Teaching, Associate Professor of Teaching, and Professor of Teaching). We are also supportive of the removal of Appendix A, which has expired.

Thank you for the opportunity to review the proposed revisions to the APM.

Rachel Morello-Frosch  
Chair

RMF/wl
February 29, 2024

PROFESSOR MAX AUFFHAMMER  
Chair, 2023-2024 Berkeley Division of the Academic Senate

Re: DECC’s Comments on the Proposed Revisions to APM - 285, Lecturer with Security of Employment Series

The Committee on Diversity, Equity, and Campus Climate (DECC) reviewed the Proposed Revisions to APM - 285, Lecturer with Security of Employment Series. DECC supports the revisions and did not have any comment for this revision.

Sincerely,

Christine Wildsoet  
Chair, Committee on Diversity, Equity, and Campus Climate

CW/lc
March 11, 2024

James Steintrager  
Chair, Academic Council

RE: Proposed Revisions APM 285, Lecturer with Security of Employment Series

The proposed revisions to APM 285, Lecturer with Security of Employment Series were forwarded to all standing committees of the Davis Division of the Academic Senate. Ten committees responded: Academic Personnel Oversight (CAP), Faculty Welfare (FWC), and the Faculty Executive Committees of the College of Agricultural and Environmental Sciences (CAES), the College of Biological Sciences (CBS), the College of Engineering (COE), the College of Letters and Sciences (L&S), the School of Education (SOE), the School of Law (LAW), the School of Medicine (SOM), and the School of Nursing (SON).

Committees support the proposed revisions. FWC and SOE provide two suggestions: 1) mirroring the Professor of Clinical ___ title series may make the Professor of Teaching title more accurate and descriptive and, 2) that language be added to clarify that security of employment is equivalent to attaining tenure in the Professorial series. LAW noted that the School or Law does not use Associate and Assistant designations for faculty, and questioned whether variance might be allowed.

The Davis Division appreciates the opportunity to comment.

Sincerely,

Ahmet Palazoglu  
Chair, Davis Division of the Academic Senate  
Distinguished Professor of Chemical Engineering  
University of California, Davis

Enclosed: Davis Division Committee Responses

c: Monica Lin, Executive Director, Systemwide Academic Senate  
Michael LaBriola, Assistant Director, Systemwide Academic Senate  
Edwin M. Arevalo, Executive Director, Davis Division of the Academic Senate
Ahmet Palazoglu  
Chair, Davis Division of the Academic Senate  

RE: Proposed Revisions to APM 285, Lecturer with Security of Employment Series  

Dear Ahmet:  

The Committee on Faculty Welfare has reviewed the Proposed Revisions to APM 285, Lecturer with Security of Employment Series and supports the proposed title changes. Mirroring the Professor of Clinical _____ series may make the Professor of Teaching title more accurate and descriptive (i.e., Professor of Teaching Psychology, etc.), however, if Lecturers with Security of Employment have indicated their preference for the title as is, the committee agrees with the change.  

Sincerely,  

Karen L. Bales  
Chair, Committee on Faculty Welfare  

February 28, 2024
Proposed Revisions to APM 285, Lecturer with Security of Employment Series

FEC: College of Agricultural and Environmental Sciences Committee Response

March 1, 2024

Dear Chair Palazoglu,

The College of Agriculture and Environmental Sciences (CA&ES) Faculty Executive Committee (FEC) has reviewed this RFC and supports the proposed revisions to APM 285.

Sincerely,
Sanjai Parikh
Chair, CA&ES FEC
February 29, 2024

Ahmet Palazoglu
Chair, Davis Division of the Academic Senate

Section 285, Lecturer with Security of Employment Series

Dear Ahmet:

The CBS FEC strongly and unanimously supports these revisions with no further comments.

Sincerely,

Alex Nord
Associate Professor
Department of Neurobiology, Physiology and Behavior
Chair, College of Biological Sciences Faculty Executive Committee
Davis, CA
Proposed Revisions to APM 285, Lecturer with Security of Employment Series

FEC: College of Engineering Committee Response

March 1, 2024

no objections
FEC: College of Letters and Science Committee Response

March 1, 2024

The College of Letters & Science Faculty Executive Committee discussed RFC: Proposed Revisions to APM 285, Lecturer with Security of Employment Series and unanimously supports the proposal with no additional comments.
FEC: School of Law Committee Response

March 1, 2024

The RFC was submitted to the law school faculty for consideration. The law school faculty expressed concerns about whether the proposed titles would work well for the law school. Law school faculty "aren’t teaching 'teaching.'" To the extent that the proposed changes apply to the law school, the law school faculty inquired about whether “variance might be allowed for the law school.” Faculty indicated that “the ‘associate’ and ‘assistant’ designations” may work in other colleges where those specific designations are already being used. The law school does not currently use those designations even for tenured and tenure track faculty.
Proposed Revisions to APM 285, Lecturer with Security of Employment Series

FEC: School of Education Committee Response

March 1, 2024

The School of Education faculty have reviewed this change in policy and support it. We ask that the systemwide Vice Provost consider adding language that clarifies that security of employment is equivalent to attaining tenure in the Professorial series.
Proposed Revisions to APM 285, Lecturer with Security of Employment Series

FEC: School of Medicine Committee Response

March 1, 2024

No objections to this proposal.
Proposed Revisions to APM 285, Lecturer with Security of Employment Series

FEC: School of Nursing Committee Response

March 1, 2024

The FEC has reviewed the proposed revisions to APM285 and has no objections to those changes.
March 20, 2024

Jim Steintrager, Chair
Academic Council

Re: Proposed Revisions to APM-285

Dear Chair Steintrager,

The Irvine Division Cabinet discussed the proposed revisions to APM-285 at its meeting on March 19, 2024. The Council on Equity and Inclusion (CEI), Council on Academic Personnel (CAP), and Council on Faculty Welfare, Diversity, and Academic Freedom (CFW) also reviewed the proposed revisions. The committees’ comments are attached for your review.

Members noted that the professor of teaching working titles were adopted at the Irvine campus several years ago and they are pleased to see them implemented systemwide.

The Irvine Division appreciates the opportunity to comment.

Sincerely,

Arvind Rajaraman, Chair
Academic Senate, Irvine Division

Enclosures: CEI, CAP, & CFW memos

Cc: Valerie Jenness, Chair Elect
    Jisoo Kim, Executive Director
    Gina Anzivino, Associate Director
February 13, 2024

ARVIND RAJARAMAN, CHAIR
ACADEMIC SENATE, IRVINE DIVISION

Re: Proposed Revisions to APM-285

The Council on Equity and Inclusion discussed the proposed revisions to APM-285 at its meeting on February 5, 2024.

Members did not have any concerns about the proposed revisions. A couple of members noted the changes represented a positive step for faculty in this series.

One member raised a question about section 285-16 regarding establishing a cap on the number of appointments in this series, but it was clarified that the decision to do so is at the discretion of each chancellor, in consultation with the divisional Senate, rather than at the systemwide level.

The Council on Equity and Inclusion appreciates the opportunity to comment.

Sincerely,

Karen Edwards
Chair, Council on Equity and Inclusion

Cc: Valerie Jenness, Chair Elect-Secretary
    Jisoo Kim, Executive Director
    Gina Anzivino, Associate Director & CEI Analyst
    Stephanie Makhlouf, Senate Analyst
March 11, 2024

ARVIND RAJARAMAN, CHAIR
ACADEMIC SENATE – IRVINE DIVISION

Re: Systemwide Proposed Revisions to APM-285

Academic Council Chair Steintrager forwarded for review proposed revisions to Academic Personnel Manual (APM) section 285: Lecturer with Security of Employment Series. The proposed revisions rename the Lecturer with Security of Employment series as well as the title and ranks of the series.

The Council on Faculty Welfare, Diversity, and Academic Freedom (CFW) discussed this issue at its meeting on February 13, 2024, and submits the following comments:

1. Overall, members agreed that the proposed title change makes sense and is in alignment with most current practices.
2. It was suggested that, due to some confusion with the similarity in series titles, a footnote be added in the document in section 285-4.b. to define what exactly is referred to by “the professorial series,” as opposed to the proposed Professor of Teaching series.
3. Section 285-16.d.states, “An initial appointment at less than one hundred percent (100%) but more than fifty percent (50%) or more time with a title in this series.” The phrase “more than fifty percent (50%) or more time” is confusing. A suggested revision would be “more than 50% time.”

Sincerely,

Lisa Naugle, Chair
Council on Faculty Welfare, Diversity, and Academic Freedom

C: Jisoo Kim, Executive Director
Academic Senate

Gina Anzivino, Associate Director
Academic Senate

Stephanie Makhlouf, Cabinet Analyst
Academic Senate
February 2, 2024

ARVIND RAJARAMAN,
CHAIR, ACADEMIC SENATE, IRVINE DIVISION

RE: Proposed Revisions to APM-285

At its meetings on December 14, 2023, the Council on Academic Personnel (CAP) discussed the Proposed Revisions to APM-285.

Members were pleased to see the Academic Council endorsed a recommendation from the University Committee on Academic Personnel (UCAP) to rename the Lecturer with Security of Employment (LSOE) title series to Professors of Teaching in the APM. The APM revisions follows the current title and rank practice at UC Irvine, which has been well received across campus since its adoption. Members voiced no concerns and voted unanimously in support.

The Council on Academic Personnel appreciates the opportunity to opine on this important topic.

Sincerely,

Alan L. Goldin, Chair
on behalf of the CAP membership

Cc: Valerie Jenness, Chair Elect, Academic Senate
    Jisoo Kim, Executive Director, Academic Senate
    Gina Anzivino, Associate Director, Academic Senate
    Stephanie Makhlouf, Senate Analyst, Academic Senate
March 19, 2024

James Steintrager
Chair, UC Academic Senate

**Re: (Systemwide Senate Review): Proposed Revisions to APM 285 – Lecturer with Security of Employment Series**

Dear Chair Steintrager,

The divisional Executive Board (EB) reviewed the proposed revisions to APM 285 – Lecturers with Security of Employment Series and the attached divisional committee and council responses at its meeting on March 14, 2024.

EB members voted in favor of a motion to endorse the proposed revisions and reiterate a preference for the Teaching Professor title rather than the Professor of Teaching title.

Members noted that the divisional Council on Academic Personnel also stated a preference for the Teaching Professor title.

Sincerely,

Andrea Kasko
Chair
UCLA Academic Senate

Encl.

Cc: Kathleen Bawn, Vice Chair/Chair Elect, UCLA Academic Senate
    Jessica Cattelino, Immediate Past Chair, UCLA Academic Senate
    April de Stefano, Executive Director, UCLA Academic Senate
To: Andrea Kasko, Chair, Academic Senate

From: Christopher Colwell, Chair, Council on Academic Personnel

Date: March 7, 2024

Re: (Systemwide Senate Review) Proposed Revisions to APM-285, Lecturer with Security of Employment Series

At its meeting on February 27, 2024, the Council on Academic Personnel (CAP) discussed the proposed revisions to APM-285 (Lecturer with Security of Employment Series (LSOE)).

In September 2022, the Vice Chancellor for Academic Personnel, on behalf of Chancellor Block, approved the use of the “Teaching Professor” working title by academic appointees in the LSOE series. APM-285 proposes to revise the name of the LSOE series to “Professor of Teaching.”

Members opined that the “Professor of Teaching” title gives the impression that the professor instructs teachers or instructs on pedagogy. Members had a strong preference for the “Teaching Professor” title instead, which gives the impression that the professor focuses on instruction. It was unclear whether the “Teaching Professor” working title would still be used after this policy change.

Separately, similar to the restriction on the number of Professor of Clinical X appointments, members recommended UCLA to consider implementing a cap on the number of LSOE appointments, per APM-285-16.a.

Thank you for the opportunity to review and comment. If you have any questions, please do not hesitate to contact me at CColwell@mednet.ucla.edu or via the Council’s analyst, Lori Ishimaru, at lishimaru@senate.ucla.edu.

cc: Kathleen Bawn, Vice Chair/Chair-Elect, Academic Senate
Jessica Cattelino, Immediate Past Chair, Academic Senate
April de Stefano, Executive Director, Academic Senate
Lori Ishimaru, Senior Policy Analyst, Academic Senate
Members of the Council on Academic Personnel
March 5, 2024

To: Andrea Kasko, Chair, UCLA Academic Senate

From: Brooke Scelza, Chair, Graduate Council

Re: Systemwide Senate Review: Proposed Revisions to APM – 285 Lecturer with Security of Employment

Graduate Council members independently reviewed the proposed revisions to APM – 285 Lecturer with Security of Employment. Most members did not have comments. Members who responded were either in support of the revisions or had no reason to oppose the revisions.

We appreciate the opportunity to express our views on this matter. If you have any questions, please contact us via Graduate Council Analyst, Emily Le, at ele@senate.ucla.edu.
January 30, 2024

To: Andrea Kasko, Chair
    UCLA Academic Senate

Re: (Systemwide Senate Review) Proposed Revisions to APM - 285, Lecturer with Security of Employment Series

At its meeting on January 16, 2024, the Committee on Diversity, Equity, and Inclusion discussed the proposed revisions to APM - 285, Lecturer with Security of Employment Series. Following the review, members found no issue with the proposed changes.

We appreciate the opportunity to review these revisions. If you have any questions, please do not hesitate to contact me (thall@mednet.ucla.edu) or Academic Senate Policy Analyst, Lilia Valdez (lvaldez@senate.ucla.edu).

Sincerely,

Theodore Hall, Chair
Committee on Diversity, Equity and Inclusion

cc: Kathy Bawn, Vice Chair/Chair-Elect, UCLA Academic Senate
    Jessica Cattelino, Immediate Past Chair, UCLA Academic Senate
    April de Stefano, Executive Director, UCLA Academic Senate
    Lilia Valdez, Senior Policy Analyst, UCLA Academic Senate
    Members of the Committee on Diversity, Equity, and Inclusion
January 29, 2024

To: Andrea Kasko, Chair, UCLA Academic Senate

From: Catherine Sugar, Chair, Undergraduate Council


At its meeting on January 19, 2024, the Undergraduate Council discussed the proposed revisions to APM 285 to change the title for the “Lecturer with Security of Employment” (LSOE) titles series to “Professor of Teaching” and to remove Appendix A in the policy.

Members expressed support for the revisions and offered no further comments.

Thank you for the opportunity to opine. If you have any questions, please contact me via the Undergraduate Council analyst, Julia Nelsen, at jnelsen@senate.ucla.edu.

cc: Kathleen Bawn, Vice Chair/Chair-Elect, UCLA Academic Senate
Jessica Cattelino, Immediate Past Chair, UCLA Academic Senate
April de Stefano, Executive Director, UCLA Academic Senate
Julia Nelsen, Principal Policy Analyst, UCLA Academic Senate
March 19, 2024

To: James Steintrager, Chair, Academic Council

From: UCM Divisional Council


The proposed revisions to APM-285, Lecturer with Security of Employment were distributed for comment to the Merced Division standing Senate Committees and School Executive Committees. The following committees offered comments for consideration. Their comments are summarized below and appended to this memo.

- Committee on Academic Personnel (CAP)
- Committee on Rules and Elections (CRE)
- Committee for Equity, Diversity, and Inclusion (EDI)
- Committee on Faculty Welfare and Academic Freedom (FWAF)
- Graduate Council (GC)

CAP endorsed the proposed revisions and offered the following comments:

CAP suggested capitalizing Professorial or specifying “Professor of Research” in the following section:

285-4 Definition
b. “An appointee in this series will regularly carry a heavier load of teaching than appointees in the professorial series.”

CAP also recommended updating the title to “Professor of Teaching” in the following section:

285-9 Criteria
“These criteria are further explained in APM - 210-3, Instructions to Review Committees That Advise on Actions Concerning the Lecturer with Security of Employment (LSOE) Series.”

CRE approved the proposed revisions and found them unambiguous. The correct procedures for suggesting the renaming of a series were adhered to.
EDI endorsed the proposed revisions and offered the following comments regarding section APM 285-9 “Criteria”: The current title, Lecturer with Security of Employment (LSOE), is still being used in this section of the APM. EDI wonders if this will require a congruent change.

EDI also noted that the Professor series and Teaching Professor series are intended to be somewhat parallel. However, when looking at the equivalent section of the APM for the Professor series, some sections vary considerably.

FWAF endorsed the proposed revisions without further suggestions. The new title aims to reduce confusion and indicate that individuals in this series are part of the Academic Senate and have a status comparable to those in the regular Professor Series.

GC endorsed the proposed revisions.

On March 11, DivCo members discussed the committees’ comments and supported their various points and suggestions. Members endorsed the proposed revisions.

The Merced Division thanks you for the opportunity to review these Bylaw revisions.

Cc: Divisional Council  
    Systemwide Senate Executive Director Lin  
    Systemwide Senate Assistant Director LaBriola  
    UCM Senate Office
January 31, 2024

To: Matt Hibbing, Senate Chair

From: Sean Malloy, Chair, Committee on Academic Personnel (CAP)

Re: Proposed Revisions to APM Section 285 - Lecturer with Security of Employment Series

CAP reviewed the proposed revisions to APM 285 and endorses them. The proposed revisions would bring consistency across the UC campuses and differentiate the Professor of Teaching series from Unit 18 lecturers/non-Senate faculty. We do offer the below, minor edits.

285-4 Definition
b. “An appointee in this series will regularly carry a heavier load of teaching than appointees in the professorial series.”
CAP suggests capitalizing Professorial or specifying “Professor of Research”.

285-9 Criteria
“These criteria are further explained in APM - 210-3, Instructions to Review Committees That Advise on Actions Concerning the Lecturer with Security of Employment (LSOE) Series.
CAP recommends updating the title to “Professor of Teaching”.

We appreciate the opportunity to opine.

cc: Senate Office
February 2, 2024

To: Matthew Hibbing, Chair, Divisional Council

From: Christopher Viney, Chair, Committee on Rules and Elections (CRE)


The Committee on Rules and Elections evaluated the proposed revisions to Academic Personnel Manual (APM) – Section 285, Lecturers with Security of Employment Series, and offers the following comments.

Overall, CRE supports the proposed revisions as they are straightforward and unambiguous. The proper procedures for proposing the renaming of a Series were followed.

We thank you for the opportunity to review and comment.

CC: CRE Members
Senate Office
February 1, 2024

To: Matthew Hibbing, Chair, Divisional Council

From: Committee for Equity, Diversity and Inclusion (EDI)


The Committee for Equity, Diversity and Inclusion evaluated the Proposed Revisions to Academic Personnel Manual (APM) – Section 285, Lecturers with Security of Employment Series and offers the following comments.

Overall, EDI supports the revisions and believes them to appear straightforward.

Regarding APM 285-9, Criteria:

“These criteria are further explained in APM - 210-3, Instructions to Review Committees That Advise on Actions Concerning the Lecturer with Security of Employment (LSOE) Series.”

The current title, Lecturer with Security of Employment (LSOE), is still being used in this section of the APM. EDI wonders if this will require a congruent change.

Additionally, EDI believes that the Professor series and Teaching Professor series are intended to be somewhat parallel. However, when looking at the equivalent section of the APM for the Professor series, there are some sections that vary considerably.

We thank you for the opportunity to review and comment.

Cc: EDI Members
Senate Office
January 30, 2024

To: Matthew Hibbing, Chair, Divisional Council

From: Committee on Faculty Welfare and Academic Freedom (FWAF)


The Committee on Faculty Welfare and Academic Freedom evaluated the proposed revisions to Academic Personnel Manual (APM) – Section 285, Lecturers with Security of Employment Series and offers the following comments.

FWAF endorses the proposed APM revisions without any additional recommendations. We believe it is a good thing for both the University and the individuals in that line to change the title to "Professor/Associate Professor/Assistant Professor of Teaching." It avoids much of the confusion that the earlier title, "Lecturer with (Potential) Security of Employment," engendered. In particular, it helps signal more clearly that individuals in that line are members of the Academic Senate and that they hold a status similar to those in the ordinary Professor series.

We thank you for the opportunity to review and comment.

Cc: FWAF Members
    Senate Office
January 31, 2024

To: Matt Hibbing, Chair, Divisional Council  
From: Michael Scheibner, Chair, Graduate Council (GC)

Re: Proposed Revisions to APM 285 (LSOE)

Graduate Council (GC) has reviewed the proposed revisions to APM 285 (LSOE).

GC supports the name change from “Lecturer with Security of Employment Series” to “Professor of Teaching Series”.

GC is pleased to endorse the proposed revisions to APM 285 (LSOE) and thanks you for the opportunity to review the proposal.

Cc: Graduate Council  
Senate Office
March 14, 2024

James A. Steintrager, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: [Systemwide Review] Revisions to APM - 285, Lecturer with Security of Employment Series

Dear Jim,

The Riverside Executive Council discussed the subject proposed APM revisions during their March 11, 2024 meeting and had no comments to add to those provided by local committees. These comments are attached and substantive ones are included below. The division response are overall supportive.

The Committee on Academic Personnel supports the efforts intended to address the renaming of the Lecturer with Security of Employment Series as well as the title and ranks of the series.

The Committee on Faculty Welfare is generally supportive of the proposed revisions and opined that:

- L(P)SOEs are an important part of the University these days, and it is critical that they get recognized for what they actually are: Professors and not just hired Lecturers. L(P)SOEs contribute positively to their departments and may often perform research on pedagogical issues. Thus a “promotion” to Professor of Teaching is welcome and overdue.

- APM-210 (Review and Appraisal Committees) and all other pertinent APMs/policies need to be revised to account for the name change of “Lecturer with Security of Employment” (LSOE) series and ranks to “Professor of Teaching.”

- In APM-210 (Review and Appraisal Committees), the criteria for evaluating the appointment and promotion of Professors of Teaching should be clear and comprehensive, while clarifying that Professor of Teaching evaluation should consider research and publications as part of the creative activities. The current method of teaching evaluation is equivalent to evaluation of student satisfaction. The current system tends to produce overall low numerical scores in teaching evaluation for more demanding and less compliant teachers. Alternative approaches should be explored, such as a peer attending a class to evaluate teaching.

The School of Medicine Faculty Executive Committee noticed the appendix was removed from the APM. The appendix originally described how a Lecturer with Security of Employment’s file should be evaluated during the merits and promotions process. The committee is unclear where the information previously found in the APM’s appendix currently is in the proposed revised APM. The committee
would like to note that the policy is not as descriptive and detailed as the appendix. The committee
would like to make sure that everything the appendix previously covered is still covered by the revised
policy.

Sincerely yours,

\[Signature\]

Sang-Hee Lee
Professor of Anthropology and Chair of the Riverside Division

CC: Monica Lin, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office
COMMITTEE ON ACADEMIC PERSONNEL

February 8, 2024

To: Sang-Hee Lee, Chair
Riverside Division Academic Senate

From: Jang-Ting Guo, Chair
Committee on Academic Personnel

Re: Proposed Revisions to APM - 285, Lecturer with Security of Employment Series

In its February 5, 2024 meeting, CAP discussed the proposed revisions to APM-285 (Lecturer with Security of Employment Series). The committee supports the efforts intended to address the renaming of the Lecturer with Security of Employment Series as well as the title and ranks of the series. Accordingly, CAP has no further comment on this revised APM section.
FACULTY WELFARE

February 20, 2024

To: Sang-Hee Lee, Chair
   Riverside Division

From: Abhijit Ghosh, Chair
       Committee on Faculty Welfare


At our meeting on February 13, 2024, the Committee on Faculty Welfare (CFW) reviewed the proposed revisions to APM-285 (Lecturer with Security of Employment Series). CFW members are generally supportive of the proposed revisions and had the following comments.

- L(P)SOEs are an important part of the University these days, and it is critical that they get recognized for what they actually are: Professors and not just hired Lecturers. L(P)SOEs contribute positively to their departments and may often perform research on pedagogical issues. Thus a “promotion” to Professor of Teaching is welcome and overdue.

- *APM-210 (Review and Appraisal Committees)* and all other pertinent APMs/policies need to be revised to account for the name change of “Lecturer with Security of Employment” (LSOE) series and ranks to “Professor of Teaching.”

- In *APM-210 (Review and Appraisal Committees)*, the criteria for evaluating the appointment and promotion of Professors of Teaching should be clear and comprehensive, while clarifying that Professor of Teaching evaluation should consider research and publications as part of the creative activities. The current method of teaching evaluation is equivalent to evaluation of student satisfaction. The current system tends to produce overall low numerical scores in teaching evaluation for more demanding and less compliant teachers. Alternative approaches should be explored, such as a peer attending a class to evaluate teaching.
January 19, 2024

TO: Sang-Hee Lee, Ph.D., Chair, Academic Senate, UCR Division

FROM: Marcus Kaul, Ph.D., Chair, Faculty Executive Committee, UCR School of Medicine


Dear Sang-Hee,

The SOM Faculty Executive Committee has reviewed the Proposed Revisions to Academic Personnel Manual (APM): Revisions to APM - 285, Lecturer with Security of Employment Series.

The committee has reviewed the updated policy for Lecturer with Security of Employment Series. The committee has noticed the appendix was removed from the APM. The appendix originally described how a Lecturer with Security of Employment’s file should be evaluated during the merits and promotions process. The committee is unclear where the information previously found in the APM’s appendix currently is in the proposed revised APM. The committee would like to note that the policy is not as descriptive and detailed as the appendix. The committee would like to make sure that everything the appendix previously covered is still covered by the revised policy.

Otherwise, the committee has no further comments on the proposed revisions to APM – 285, Lecturer with Security of Employment Series.

Yours sincerely,

Marcus Kaul, Ph.D.
Chair, Faculty Executive Committee School of Medicine
January 19, 2024

TO: Sang-Hee Lee, Chair
Riverside Division of the Academic Senate

FROM: Wesley Leonard, Chair
CHASS Executive Committee


The CHASS Executive Committee reviewed the Proposed Revisions to Academic Personnel Manual (APM): Revisions to APM - 285, Lecturer with Security of Employment Series. The committee enthusiastically supports the proposed revisions and has no additional comments.
February 22, 2024

TO: Sang-Hee Lee, Ph.D., Chair, Academic Senate, UCR Division

FROM: Bahram Mobasher, Ph.D., Chair, Faculty Executive Committee, College of Natural and Agricultural Sciences


Dear Sang-Hee,

The CNAS Faculty Executive Committee reviewed the Proposed Revised Policy on February 6, 2024, and supports the changes.

Sincerely,

B. Mobasher

Bahram Mobasher, Ph.D
Chair, Faculty Executive Committee College of Natural and Agricultural Sciences
March 19, 2024

Professor James Steintrager
Chair, Academic Senate
University of California
VIA EMAIL


Dear Chair Steintrager,

The revisions to the Academic Personnel Manual (APM) Section 285, Lecturer with Security of Employment Series were distributed to San Diego Divisional Senate standing committees and discussed at the March 11, 2024 Divisional Senate Council meeting. Senate Council endorsed the proposal and had no comments.

The responses from the Divisional Committee on Academic Personnel and Committee on Faculty Welfare are attached.

Sincerely,

John A. Hildebrand
Chair
San Diego Divisional Academic Senate

Attachment

cc: Olivia A. Graeve, Vice Chair, San Diego Divisional Academic Senate
Lori Hullings, Executive Director, San Diego Divisional Academic Senate
Monica Lin, Executive Director, UC Systemwide Academic Senate
February 29, 2024

JOHN HILDEBRAND  
Academic Senate, San Diego Division

SUBJECT: Review of Proposed Revisions to APM - 285, Lecturer with Security of Employment Series

The Committee on Academic Personnel (CAP) appreciates the opportunity to provide comments on the proposed revisions to APM - 285, Lecturer with Security of Employment Series. CAP discussed the proposed policy at its February 07, 2024 meeting, and overall the committee is fully supportive of the proposed policy revision to rename the series from “Lecturer with Security of Employment Series” to “Professor of Teaching” without objection.

The committee offers the following comments surrounding the discussion of the proposed policy. While the systemwide policy proposes the title “Professor of Teaching” rather than UC San Diego’s working title of “Teaching Professor”, the proposed name change is viewed as a positive change. The committee opined that when the administration puts forth revisions to our local policy for this series, PPM 285, that they hope that the campus will continue to use the working title of “Teaching Professor”.

Wendy M. Campana, Chair  
Committee on Academic Personnel

Cc: O. Graeve  
L. Hullings
February 2, 2024

JOHN HILDEBRAND, CHAIR
Academic Senate, San Diego Division

SUBJECT: Proposed Revisions to APM 285, Lecturer with Security of Employment Series

The Committee on Faculty Welfare discussed the proposed Revisions to APM 285, Lecturer with Security of Employment Series at its January meeting. The committee found the adoption of the Professor of Teaching nomenclature welcome and endorsed the revisions.

Sincerely,

Juan Pablo Pardo-Guerra, Chair
Committee on Faculty Welfare

cc: O. Graeve
March 20, 2024

To: Jim Steintrager, Chair
Academic Senate

From: Susannah Scott, Divisional Chair
Academic Senate


The Santa Barbara Division distributed the Proposed Revisions to Academic Personnel Manual (APM) Section 285, Lecturer with Security of Employment Series, to the Committee on Academic Personnel (CAP), Council on Planning and Budget (CPB), Council on Faculty Welfare, Academic Freedom, and Awards (CFW), Graduate Council (GC), Undergraduate Council (UgC), Committee on Diversity and Equity (CDE), and the Faculty Executive Committees (FECs) for the College of Letters and Science (L&S), College of Engineering (ENGR), College of Creative Studies (CCS), Gevitz Graduate School of Education (EDUC), and the Bren School of Environmental Science and Management (BREN). CFW, GC, UgC, CDE, and the L&S, CCS, GGSE, and BREN FECs opted not to opine.

The reviewing groups that submitted responses (CAP, CPB, ENGR FEC) all indicate their support for the proposed changes, which include the change in title for the “Lecturer with Security of Employment” (LSOE) series to “Professor of Teaching.” CPB specifically acknowledges the benefits of the proposed change in title in terms of its recognition of work performed by faculty in the LSOE track, clarifying the distinction between different Lecturer titles, and potentially making positions in the series more appealing for prospective applicants.

We thank you for the opportunity to comment.
DATE: March 13, 2024

TO: Susannah Scott, Chair of the Academic Senate - UC Santa Barbara Division

FROM: Committee on Academic Personnel


The Committee on Academic Personnel (CAP) has reviewed the “Proposed Revisions to Academic Personnel Manual (APM) 285 - Lecturer with Security of Employment Series.” The proposed changes to APM 285, recommend revising the name of the current “Lecturer with Security of Employment” (LSOE) series to “Professor of Teaching.” The unanimous sentiment of all CAP members who commented was to support this change, in some cases emphatically so.

For the Committee,

Mark Meadow, Chair
To: Susannah Scott, Divisional Chair
   UCSB Academic Senate

From: France Winddance Twine, Chair
      Council on Planning & Budget

Re: Revisions to APM 285 - Lecturer with Security of Employment (LSOE) series

The Council on Planning & Budget (CPB) has reviewed the proposed revisions to Section 285 of the Academic Personnel Manual (APM 285), regarding the LSOE series (Lecturer with Security of Employment).

We write in support of the recommendation by the University Committee on Academic Personnel (UCAP), supported by the Academic Council, to change the title for the “Lecturer with Security of Employment” (LSOE) titles series to “Professor of Teaching” in the APM.

Advantages of this change in nomenclature include: (1) more accurately recognizing the work performed by our colleagues in the LSOE track, (2) clarifying the distinction with Unit 18/Continuing Lecturers, and (3) rendering the Teaching Professor track more appealing for prospective applicants.

cc: Shasta Delp, Academic Senate Executive Director
January 12, 2024

TO: Susannah Scott  
Divisional Chair, Academic Senate

FROM: Chris Bates, Chair  
College of Engineering, Faculty Executive Committee


The College of Engineering FEC met on Friday, January 12th and reviewed the proposed changes. The committee is supportive of the proposed changes.
March 20, 2024

JAMES STEINTRAGER  
Chair, Academic Council

Re: Systemwide Review Proposed Revisions to APM - 285, Lecturer with Security of Employment Series

Dear James,

The Santa Cruz Division of the Academic Senate has completed its review of the proposed revisions to APM - 285, Lecturer with Security of Employment Series, including a change of title from Lecturers with Security of Employment to Professors of Teaching and the removal of Appendix A. Our Committees on Academic Personnel (CAP) and Career Advising (CCA) have responded. Overall, the UC Santa Cruz Senate believes that the proposed name change is a positive step for professional equity. In their responses, our committees also outlined some concerns related to naming conventions, research, and security of employment.

Both CCA and CAP relayed a preference for the title “Teaching Professor” over “Professor of Teaching.” CCA believes the title “Teaching Professor” to be a more apt descriptor and characterization of this series. In contrast, “Professor of Teaching” implies that the individual is a scholar of teaching and, though this may be the case, it limits those who also hold research interests and expertise in their disciplinary areas such as physics, chemistry, anthropology, sociology, mathematics, rhetoric, and applied linguistics, to name just a few of the disciplines represented by our campus’s Teaching Professor faculty. Similarly, CAP approves the proposed revisions to APM - 285 with the understanding that UC Santa Cruz may still have the option to use the title “Teaching Professor” instead of “Professor of Teaching.”

Regarding the research of Teaching Professors/Professors of Teaching, CCA again highlighted the varied forms of research that such faculty might take on. In the proposed revisions to APM - 285, “Advancement to an Above-Scale rank” (p. 7) stipulates that the research criterion for such advancement is to attain “national or international recognition and broad acclaim reflective of [the work’s] significant impact on education within the discipline” (emphasis added). CCA believes that this “acclaimed work,” defined as purely pedagogical, limits and constrains one's academic freedom to pursue acclaimed work within the scholar’s discipline that has no pedagogical orientation. In order to respect academic freedom, this criterion must be broadened to include the full range of professorial work.
Of course, Teaching Professors hold pedagogical expertise in addition to their disciplinary expertise. As such, CCA stressed that classrooms function as laboratory spaces in which pedagogical experimentation needs to take place in order to move praxis forward. As with any innovation, there will be missteps or student resistance to novel practices. That being the case, Teaching Professors or Professors of Teaching must not be penalized in personnel actions for materials that look distinct from traditional methods nor for SETS in which students complain.

Lastly, CCA argues that “security of employment” should be replaced with “tenure.” The revised version of APM - 285 still stipulates that “The term ‘security of employment’ shall be substituted for the term ‘tenure,’” but CCA sees this to be contrary to the spirit of the title name change. Terms such as “tenure,” like “sabbatical,” must also collocate with this series title in order for it to take on the full weight and significance of the proposed name change underpinnings. Additionally, any Teaching Professors who arrived on campus with “security of employment” had earned tenure at their prior institutions and to rob them of this distinction is demoralizing and dishonoring. The UC Santa Cruz Senate seeks clarity on why “tenure” must be substituted with “security of employment” for this series.

Thank you for this opportunity to review the proposed revisions to the policy. Our committees’ concerns are in the spirit of providing equitable working conditions for our valued faculty colleagues in this professorial series.

Sincerely,

Patty Gallagher, Chair
Academic Senate, Chair

cc: Maureen Callanan, Co-Chair, Committee on Academic Personnel
Susan Gillman, Co-Chair, Committee on Academic Personnel
Kimberly Helmer, Chair, Committee on Career Advising
Amanda Rysling, Chair, Committee on Courses of Instruction
Gabriela Arredondo, Chair, Committee on Diversity, Equity, and Inclusion
David Lee Cuthbert, Chair, Committee on Educational Policy
Onuttom Narayan, Chair, Committee on Privilege and Tenure
Elisabeth Cameron, Chair, Committee on Teaching
Matthew Mednick, Executive Director, Academic Senate
January 23, 2024

JAMES STEINTRAGER, CHAIR, ACADEMIC COUNCIL

RE: PROPOSED REVISIONS TO ACADEMIC PERSONNEL MANUAL (APM) SECTION 275, LECTURER WITH SECURITY OF EMPLOYMENT SERIES

Dear Jim,

UCPB appreciates the opportunity to comment on proposed changes to APM 285. These rename the former Lecturer with Security of Employment series. The committee noted that the name change is consistent with the intent to recognize professors of teaching.

An issue that generated significant discussion was the elimination of Appendix A, which outlines the evaluation criteria for the LSOE series prior to their substantial revision on Oct 1, 2018. As decided at that time, the pre-Oct 1, 2018 Appendix A remained in effect for individuals already in the series until its expiration on June 30, 2023. Some confusion was reported by committee members on their campuses about what form of scholarship is required to advance in this series. Both the new language and the letter from the August 17, 2023 letter from Vice Provost Haynes might be interpreted to favor pedagogical research in fulfillment of the scholarly achievement and creative activity criterion. Discussion noted that APM 210-2 (3) defines professional and/or scholarly achievement and activity fairly broadly, but that campuses are implementing review criteria in different ways, with some limiting research area strictly to pedagogy. The committee noted that further guidance about review, covering for example, discipline-specific research that is largely non-pedagogical or directing a state-supported professional or academic graduate program, would be of great utility.

The committee is pleased to be able to share their concerns and suggestions regarding this change to the Academic Personnel Manual.

Sincerely,

Donald Senear, Chair
UCPB
March 19, 2024

JAMES STEINTRAGER, CHAIR
ACADEMIC COUNCIL


Dear Jim,

The University Committee on Faculty Welfare (UCFW) has discussed the proposed revisions to APM Section 285 (LSOE), and we support the proposal to formally rename this group as Professors of Teaching.

Sincerely,

John Heraty, UCFW Chair

Copy:   UCFW
       Monica Lin, Executive Director, Academic Senate
       Steven W. Cheung, Academic Council Vice Chair
March 19, 2024

James Steintrager
Chair, UC Academic Senate

Re: (Systemwide Senate Review): Proposed Revisions to APM 285 – Lecturer with Security of Employment Series

Dear Chair Steintrager,

The divisional Executive Board (EB) reviewed the proposed revisions to APM 285 – Lecturers with Security of Employment Series and the attached divisional committee and council responses at its meeting on March 14, 2024.

EB members voted in favor of a motion to endorse the proposed revisions and reiterate a preference for the Teaching Professor title rather than the Professor of Teaching title.

Members noted that the divisional Council on Academic Personnel also stated a preference for the Teaching Professor title.

Sincerely,

Andrea Kasko
Chair
UCLA Academic Senate

Encl.

Cc: Kathleen Bawn, Vice Chair/Chair Elect, UCLA Academic Senate
    Jessica Cattelino, Immediate Past Chair, UCLA Academic Senate
    April de Stefano, Executive Director, UCLA Academic Senate
To: Andrea Kasko, Chair, Academic Senate

From: Christopher Colwell, Chair, Council on Academic Personnel

Date: March 7, 2024

Re: (Systemwide Senate Review) Proposed Revisions to APM-285, Lecturer with Security of Employment Series

At its meeting on February 27, 2024, the Council on Academic Personnel (CAP) discussed the proposed revisions to APM-285 (Lecturer with Security of Employment Series (LSOE)).

In September 2022, the Vice Chancellor for Academic Personnel, on behalf of Chancellor Block, approved the use of the “Teaching Professor” working title by academic appointees in the LSOE series. APM-285 proposes to revise the name of the LSOE series to “Professor of Teaching.”

Members opined that the “Professor of Teaching” title gives the impression that the professor instructs teachers or instructs on pedagogy. Members had a strong preference for the “Teaching Professor” title instead, which gives the impression that the professor focuses on instruction. It was unclear whether the “Teaching Professor” working title would still be used after this policy change.

Separately, similar to the restriction on the number of Professor of Clinical X appointments, members recommended UCLA to consider implementing a cap on the number of LSOE appointments, per APM-285-16.a.

Thank you for the opportunity to review and comment. If you have any questions, please do not hesitate to contact me at CColwell@mednet.ucla.edu or via the Council’s analyst, Lori Ishimaru, at lishimaru@senate.ucla.edu.

cc: Kathleen Bawn, Vice Chair/Chair-Elect, Academic Senate
Jessica Cattelino, Immediate Past Chair, Academic Senate
April de Stefano, Executive Director, Academic Senate
Lori Ishimaru, Senior Policy Analyst, Academic Senate
Members of the Council on Academic Personnel
March 5, 2024

To: Andrea Kasko, Chair, UCLA Academic Senate

From: Brooke Scelza, Chair, Graduate Council

Re: Systemwide Senate Review: Proposed Revisions to APM – 285 Lecturer with Security of Employment

Graduate Council members independently reviewed the proposed revisions to APM – 285 Lecturer with Security of Employment. Most members did not have comments. Members who responded were either in support of the revisions or had no reason to oppose the revisions.

We appreciate the opportunity to express our views on this matter. If you have any questions, please contact us via Graduate Council Analyst, Emily Le, at ele@senate.ucla.edu.
January 30, 2024

To: Andrea Kasko, Chair
    UCLA Academic Senate

Re: (Systemwide Senate Review) Proposed Revisions to APM - 285, Lecturer with Security of Employment Series

At its meeting on January 16, 2024, the Committee on Diversity, Equity, and Inclusion discussed the proposed revisions to APM - 285, Lecturer with Security of Employment Series. Following the review, members found no issue with the proposed changes.

We appreciate the opportunity to review these revisions. If you have any questions, please do not hesitate to contact me (thall@mednet.ucla.edu) or Academic Senate Policy Analyst, Lilia Valdez (lvaldez@senate.ucla.edu).

Sincerely,

Theodore Hall, Chair
Committee on Diversity, Equity and Inclusion

cc: Kathy Bawn, Vice Chair/Chair-Elect, UCLA Academic Senate
    Jessica Cattelino, Immediate Past Chair, UCLA Academic Senate
    April de Stefano, Executive Director, UCLA Academic Senate
    Lilia Valdez, Senior Policy Analyst, UCLA Academic Senate
    Members of the Committee on Diversity, Equity, and Inclusion
January 29, 2024

To: Andrea Kasko, Chair, UCLA Academic Senate

From: Catherine Sugar, Chair, Undergraduate Council


At its meeting on January 19, 2024, the Undergraduate Council discussed the proposed revisions to APM 285 to change the title for the “Lecturer with Security of Employment” (LSOE) titles series to “Professor of Teaching” and to remove Appendix A in the policy.

Members expressed support for the revisions and offered no further comments.

Thank you for the opportunity to opine. If you have any questions, please contact me via the Undergraduate Council analyst, Julia Nelsen, at jnelsen@senate.ucla.edu.

cc: Kathleen Bawn, Vice Chair/Chair-Elect, UCLA Academic Senate
Jessica Cattelino, Immediate Past Chair, UCLA Academic Senate
April de Stefano, Executive Director, UCLA Academic Senate
Julia Nelsen, Principal Policy Analyst, UCLA Academic Senate
November 30, 2023

CHANCELLORS
ACADEMIC COUNCIL CHAIR JAMES STEINTRAGER
LABORATORY DIRECTOR MICHAEL WITHERELL
ANR VICE PRESIDENT GLENDA HUMISTON


Dear Colleagues:

Enclosed for systemwide review are proposed revisions to the following sections of the Academic Personnel Manual (APM):

- APM - 285, Lecturer with Security of Employment Series

The proposed revisions are intended to address the renaming of the Lecturer with Security of Employment Series as well as the title and ranks of the series.

Background

On August 17, 2023, the Academic Council endorsed a recommendation by the University Committee on Academic Personnel (UCAP) to change the title for the “Lecturer with Security of Employment” (LSOE) titles series to “Teaching Professors” in the APM. Academic Personnel and Programs consulted with the campuses to collect feedback on the recommended series titles given the current use of the working titles of “Teaching Professor” and “Professor of Teaching.” After consultation with Academic Personnel and Programs, Academic Council agreed upon the recommended “Professor of Teaching” title for the series. Academic Personnel and Programs then met with campus leadership to confirm the recommended name change for the series.

Summarized below are the proposed key policy revisions to APM - 285 that are being distributed for systemwide review.

Key Policy Revisions

The revisions to APM - 285 are to address the proposed renaming of the series from “Lecturer with Security of Employment Series” to “Professor of Teaching.” The recommended title and ranks for the series are Assistant Professor of Teaching, Associate Professor of Teaching, and full Professor of Teaching.
Table 1 presents how the current LSOE titles will be mapped to the new Professor of Teaching titles.

### Table 1. Mapping the LSOE Titles to Professor of Teaching Titles

<table>
<thead>
<tr>
<th>Current Title</th>
<th>New Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecturer with Potential Security of Employment</td>
<td>Assistant Professor of Teaching</td>
</tr>
<tr>
<td>Lecturer with Security of Employment</td>
<td>Associate Professor of Teaching</td>
</tr>
<tr>
<td>Senior Lecturer with Security of Employment</td>
<td>Professor of Teaching</td>
</tr>
</tbody>
</table>

This revision also includes the removal of Appendix A. Appendix A was created with the 2018 issuance of revisions to APM - 285 to allow a transition period to the new criteria for those LSOE faculty appointed prior to October 1, 2018. The transition period allowed in the APM ended June 30, 2023.

**Systemwide Review**

Systemwide review is a public review distributed to the Chancellors, the Chair of the Academic Council, the Director of the Lawrence Berkeley National Laboratory, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide review also includes a mandatory, 90-day full Senate review.

Employees should be afforded the opportunity to review and comment on the draft policies, available on the [Academic Personnel and Programs website](#). Attached is a Model Communication which may be used to inform non-exclusively represented employees about these proposals. The Labor Relations Office at the Office of the President is responsible for informing the bargaining units representing union membership about policy proposals.

We would appreciate receiving your comments no later than **March 13, 2024**. Please submit your comments to [VP-AcademicPersonnel@ucop.edu](mailto:VP-AcademicPersonnel@ucop.edu). If you have any questions, please contact Polly Miller at [polly.miller@ucop.edu](mailto:polly.miller@ucop.edu).

Sincerely,

Douglas M. Haynes
Vice Provost
Academic Personnel and Programs

DMS  57
Enclosures:

1) APM - 285, Lecturer with Security of Employment Series (clean copy)
2) APM - 285, Lecturer with Security of Employment Series (tracked changes copy)
3) Model Communication

cc: President Drake
    Provost and Executive Vice President Newman
    Executive Vice Chancellors/Provosts
    Executive Vice President and Chief Operating Officer Nava
    Executive Vice President Rubin
    Senior Vice President and Chief Compliance & Audit Officer Bustamante
    Vice President Lloyd
    Vice President Maldonado
    Vice Provosts/Vice Chancellors for Academic Personnel
    Vice Chair Cheung
    Assistant Vice Provosts/Vice Chancellors for Academic Personnel
    Associate Vice Provost Lee
    Associate Vice President Matella
    Associate Vice President Cevallos
    Deputy General Counsel Woodall
    Executive Director Lin
    Chief of Staff Beecham
    Chief of Staff Kao
    Deputy CHRO and Chief of Staff Henderson
    Chief of Staff Levintov
    Chief Policy Advisor McAuliffe
    Principle Counsel Mastro
    Director Anders
    Director Weston-Dawkes
    Director Chin
    Associate Director DiCaprio
    Associate Director Woolston
    Associate Director Jue
    Associate Director Garcia
    Manager Cortez
    Manager Crosson
    Policy Analyst Durrin
    Policy Analyst Miller
    Policy Analyst Wilson
APPOINTMENT AND PROMOTION

APPOINTMENT AND PROMOTION: APM – 285

Lecturer with Security of Employment Professor of Teaching Series

DRAFT

Appointment and Promotion: APM – 285 Lecturer with Security of Employment Professor of Teaching Series

285-0  Policy

a. Lecturer Professor of Teaching titles that have or lead to security of employment are faculty positions designed to meet the long-term instructional needs of the University that cannot be best fulfilled by an appointee in the professorial series. (See APM - 220.)

b. A budgeted FTE must be allocated for any full-time appointment in this series. Should the Chancellor approve a less than one hundred percent (100%) appointment, a portion of a budgeted FTE equal to the percent time appointment must be allocated. See APM - 285-16 for more information on part-time appointments.

285-4  Definition

a. The Professor of Teaching Lecturer with Security of Employment (LSEO) series is used for appointees who are members of the faculty of an academic or professional college, school, division, department, or program of the University whose primary responsibility is teaching and teaching-related tasks and secondary responsibility is professional and/or scholarly achievement and activity, including creative activity, especially as they relate to instruction and pedagogy. The faculty in this series also have responsibility for University and public service.

b. An appointee in this series will regularly carry a heavier load of teaching than appointees in the professorial series.

285-8  Types of Appointments

a. Titles in the Professor of Teaching Lecturer with Security of Employment series are:

(1) Lecturer with Potential for Security of Employment Assistant Professor of Teaching. This title is used for those that have not yet been conferred security of employment.

(2) Lecturer with Security of Employment Associate Professor of Teaching.

__________________________________________________________

*Until the earlier of a date specified by the campus or June 30, 2023, faculty appointed in the Lecturer with Security of Employment Professor of Teaching series prior to October 1, 2018, will continue to be evaluated under the criteria in effect as of September 30, 2018, and set forth in Appendix A to this policy. All other provisions of this policy apply effective October 1, 2018.

Rev. 10/01/18 XX/XX/2023


(3) *Senior Lecturer with Security of Employment* *Professor of Teaching*.

b. An appointment (as distinguished from a promotion or reappointment) occurs when a person is employed in one of the three ranks above, if the individual’s immediately previous status was:

   (1) not in the employ of the University;

   (2) in the employ of the University but not with a title in this series; or

   (3) in the employ of the University in the same title but at a different campus.

c. A promotion is advancement from one rank to a higher rank within the *LSOE Professor of Teaching* series.

d. A merit increase is advancement in salary rate and/or step without change of rank. (See APM - 610, Salary Increases.)

e. A reappointment is the renewal of an *Lecturer with Potential for Security of Employment* *Assistant Professor of Teaching* appointment immediately following the end date of a previous appointment (i.e., without a break in service). A reappointment may or may not be accompanied by a merit increase.

f. Acting titles may be used. (See APM - 235.)

g. When it is desirable in order to meet campus needs and with the approval of the Chancellor following consultation with the Academic Senate, a working title may be assigned in addition to the payroll title for use campuswide, provided the working title is not the same as an official University payroll title used for a different position.

### 285-9 Criteria

a. A candidate for appointment, reappointment, merit increase, or promotion in this series shall be evaluated by the following three criteria with teaching excellence being more highly weighted than the other two:

   (1) Teaching excellence: The demonstration and maintenance of teaching excellence is the primary criterion for the series.

   (2) Professional and/or scholarly achievement and activity, including creative activity.

   (3) University and public service.

These criteria are further explained in APM - 210-3, *Instructions to Review Committees That Advise on Actions Concerning the Lecturer with Security of Employment (LSOE) Series.*
b. Change of series

In cases when there has been a review of an Assistant Professor and the Chancellor has decided not to continue the individual’s appointment in the professorial series, the individual may not subsequently be appointed on any campus to the LSOE Professor of Teaching series (or certain other titles) for a period of five (5) years. (See APM - 133-0-a(3).)

Upon the recommendation of the department, and consistent with campus academic review processes, the Chancellor may appoint an Associate Professor or Professor to the Lecturer with Security of Employment Associate Professor of Teaching or Senior Lecturer with Security of Employment Professor of Teaching title. This change of series requires the written consent of the faculty member.

An appointee in the Lecturer with Security of Employment Professor of Teaching series may have a change of series into the professorial series consistent with campus academic review processes and only upon satisfying recruitment compliance.

285-16 Restrictions

The following restrictions apply to the use of titles in this series:

a. In order to maintain the University’s mission for an appropriate balance between education, research, and service, the Chancellor, in consultation with the Academic Senate, may establish a cap on the number of appointments in this series. If so desired, a cap may be set for each school or department.

b. Normally, an appointment to this series is for one hundred percent (100%) time to the University.

c. Security of employment may be granted only for an appointment at more than 50 percent (50%) time unless the Chancellor, whose authority may not be redelegated, approves the appointment by special exception.

d. An initial appointment at less than one hundred percent (100%) but more than fifty percent (50%) or more time with a title in this series, or a subsequent temporary or permanent reduction in the percent time of the appointment, may be authorized under exceptional circumstances, provided the Chancellor specifically approves the arrangement as being in the best interests of the University based on the particular situation.

A memorandum of understanding between the Chancellor and the part-time appointee shall be signed by both parties, to clarify the following:

\( (1) \) There are no implied rights to current or future full-time security of employment and the only security of employment granted with this appointment is at the agreed upon percentage; and
(2) Workload expectations are based on the specified percentage of time of the appointment.

e. Appointment and advancement of a part-time appointee shall depend on the quality of performance in teaching excellence, professional and/or scholarly achievement, including achievement and activity in creative work, and service with teaching being more highly weighted than the other two. Expectations for the quantity of performance shall be based on the percentage of time of the appointment, but expectations of the quality are the same as one hundred percent (100%) time. In all cases, when an appointee is considering a part-time appointment, or a temporary or permanent reduction in the percentage of time of an appointment, the terms of the appointment and the performance expectations shall be discussed by the dean, department chair, and the appointee at the outset and documented in a memorandum of understanding for advancement.

f. When there has been a review of an Lecturer with Potential for Security of Employment Assistant Professor of Teaching, Assistant Professor in the Professorial series, Assistant Professor in Residence, or Assistant Professor of Clinical (e.g., Medicine) and the Chancellor has decided not to continue the individual’s appointment in that series, the individual may not be appointed on any campus to certain faculty titles for a period of five (5) years as set forth in APM - 133, Appendix A and also APM - 133-0-a(3) and b(3).

285-17 Terms of Service

a. Lecturer with Potential for Security of Employment Assistant Professor of Teaching

(1) Term of Appointment

Each appointment and reappointment is limited to a maximum term of two (2) years with a specific end date. The total University service with this title in combination with certain other titles may not exceed eight (8) years, in accordance with APM - 133-0-b.

(2) Appointment for Less Than Two (2) Years

The appointment or reappointment of an Lecturer with Potential for Security of Employment Assistant Professor of Teaching may be for a period of less than two (2) years only under the following circumstances:

(a) An appointment or reappointment with an effective date other than July 1st shall end typically on the second June 30th following the appointment or reappointment.

(b) A promotion or merit increase may become effective on July 1st before the end of a two (2)-year term, but such advancement shall mark the beginning of a new term of appointment.
(c) Consistent with the eight-year limit, a terminal appointment for a Lecturer with Potential for Security of Employment—an Assistant Professor of Teaching may be for a period of less than two (2) years provided adequate notice has been given, as stipulated in APM - 285-17-a(4).

(3) Advancement

An appointee holding the title Lecturer with Potential for Security of Employment—Assistant Professor of Teaching is eligible for reappointment, merit increase, and promotion based on careful review of the appointee’s progress and achievement in meeting the criteria of the series.

(4) Notice for Non-Renewal of Appointment

When an appointment as an Lecturer with Potential for Security of Employment—Assistant Professor of Teaching is not to be renewed, written notice shall be given by the Chancellor prior to the expiration date in accordance with the schedule below.

(a) With less than one (1) year of service as an Assistant Professor of teaching—Lecturer with Potential for Security of Employment by the end of the current period of appointment: at least a four (4)-month notice.

(b) With at least one (1) complete year of service and not more than two (2) years of service as an Assistant Professor of Teaching—Lecturer with Potential for Security of Employment by the end of the current period of appointment: at least a six (6)-month notice.

(c) With more than two (2) years of service as an Assistant Professor of Teaching—Lecturer with Potential for Security of Employment by the end of the current period of appointment: at least a twelve (12)-month notice.

(5) Termination Before the End of the Appointment Period

(a) Lecturer with Potential for Security of Employment—Assistant Professor of Teaching

Termination of the appointment of an Assistant Professor of Teaching—Lecturer with Potential for Security of Employment before the expiration of the appointment shall be only for good cause, after the opportunity for a hearing before the properly constituted advisory committee of the Academic Senate in accordance with Regents’ Bylaw 40 and Senate Bylaws 336 or 337.
(b) Lecturer with Security of Employment, Associate Professor of Teaching, and Senior Lecturer with Security of Employment, Professor of Teaching

All appointments and promotions to the ranks of Lecturer with Security of Employment, Associate Professor of Teaching, and Senior Lecturer with Security of Employment, Professor of Teaching shall continue until terminated by resignation, retirement, or dismissal. An appointment with security of employment shall not be terminated except for good cause after the opportunity for a hearing before the properly constituted advisory committee of the Academic Senate, in accordance with Regents’ Bylaw 40 and Senate Bylaws 336 or 337.

285-18 Salary

The Office of the President publishes a salary scale for this series. The Lecturer with Security of Employment, Professor of Teaching series will include three ranks and the same steps as the professorial series.

The Chancellor, after appropriate review, has authority to approve salaries up to and including the Indexed Compensation Level (ICL) threshold.

The Provost and Executive Vice President for Academic Affairs has authority to approve salaries exceeding the ICL threshold. (See APM - 220-85-d.)

285-19 Normative Periods of Service

The normative periods of service at rank and step in this series are shown in the published salary scales and are described below. Although these time periods indicate the usual intervals between advancements, they do not preclude more rapid advancement in the case of exceptional merit or more gradual advancement when warranted and if unrelated to an Assistant Professor of Teaching’s Lecturer with Potential for Security of Employment’s eight-year limitation. Personnel reviews that are deferred due to extending the security of employment clock (stopping the clock) for reasons as defined in APM - 133-17-g, -h, and -i or a family accommodation as defined in APM - 760 should be treated procedurally in the same manner as personnel reviews conducted at the usual intervals. All evidence produced during the probationary period, including the period of the extension, counts in the evaluation of the candidate’s review file. The file shall be evaluated without prejudice, without regard to the length of service at the Assistant Professor of Teaching, Lecturer with Potential for Security of Employment rank, and so stated in the department chair’s letter.

(1) For an Lecturer with Potential for Security of Employment, Assistant Professor of Teaching, the total period of University service in the title Lecturer with Potential for Security of Employment, Assistant Professor of Teaching or in this and certain other titles (see APM - 133-0) shall not exceed eight (8) years,
except as provided in APM - 133-12. The normative period of service at a
given step in this rank is two (2) years.

(2) For a Lecturer with Security of Employment Professor of Teaching,
the normative period of service in this rank is six (6) years. The normative
period of service at step is two (2) years in each of the first three (3) steps.
Service at Steps IV and V is three (3) years in each step.

(3) For a Senior Lecturer with Security of Employment Professor of Teaching,
the normative period of service is three (3) years at step in each of the first four (4)
steps. Service at Step V and above may be of indefinite duration.

Advancement to Step VI usually will not occur after less than three (3) years of
service at Step V. This involves an overall career review and will be granted
on evidence of sustained and continuing excellence in each of the following
three (3) categories, with teaching excellence receiving primary weighting
above the others: (1) extraordinary effectiveness and excellence in teaching and
teaching-related tasks; (2) professional and/or scholarly achievement and
activity; and (3) University and public service. Advancement from Step VI to
Step VII, from Step VII to Step VIII, and from Step VIII to Step IX, will
usually not occur before three (3) years at step, and will only be granted on
evidence of continuing achievement at the level required for advancement to
Step VI.

Advancement to an Above-Scale rank involves an overall career review and is
reserved only for the most highly accomplished faculty (1) whose work of
sustained and continuing excellence has attained national or international
recognition and broad acclaim reflective of its significant impact on education
within the discipline; (2) whose contributions to University teaching and
education outcomes are excellent; and (3) whose service is highly meritorious.
Except in rare and compelling cases, advancement will not occur after less than
four (4) years at Step IX. Moreover, mere length of service and continued good
performance at Step IX are not justification for further merit advancement.
There must be demonstration of additional merit and distinction beyond the
performance on which advancement to Step IX was based. A merit
advancement for a candidate already serving at above-scale must be justified by
continuing evidence of accomplishment commensurate with this level.
Continued good service is not an adequate justification. Intervals between such
merit advances may be indefinite, and only in the most superior cases where
there is strong and compelling evidence will advances at intervals shorter than
four (4) years be approved.
APPOINTMENT AND PROMOTION

285-20 Conditions of Employment

a. Lecturers with Potential for Security of Employment, Assistant Professors of Teaching, Lecturers with Security of Employment, Associate Professors of Teaching, and Senior Lecturers with Security of Employment, Professors of Teaching are members of the Academic Senate, per Regents’ Standing Order 105.1(a).

b. An appointee to this series may be assigned to teach courses at any level.

c. An appointee with a title in this series is eligible to apply for sabbatical leave. (See APM - 740.)

285-24 Authority

Authority to approve appointments, reappointments, merit increases, and promotions to titles in this series are as follows:

a. Lecturer with Potential for Security of Employment, Assistant Professor of Teaching

The Chancellor, after appropriate review. (See APM - 220-82.)

b. Lecturer with Security of Employment, Associate Professor of Teaching

The Chancellor, after appropriate review. (See APM - 220-85.)

c. Senior Lecturer with Security of Employment, Professor of Teaching

The Chancellor, after appropriate review. (See APM - 220-85.)

285-80 Review Procedures

The Chancellor, in consultation with the Committee on Academic Personnel, may develop local review procedures for the Lecturer with Security of Employment, Professor of Teaching series. Campus procedures for review and advancement shall be modeled on the general pattern of the review process for members of the professorial series. (See APM - 220-80 and APM - 210-3.)

285-95 Letters of Invitation and Notification

See APM - 220-95 for model language. The term “security of employment” shall be substituted for the term “tenure.”

Revision History

XXX XX, 2023:

Rev. 10/01/18 XX/XX/2023
• Substantive revisions to revise title of series and titles included in series.
• Deletion of Appendix A, which expired June 30, 2023.

October 1, 2018:

• Substantive revisions, including the following key revisions:
  • New and revised evaluation criteria;
  • Ability to use a working title;
  • Eligibility for sabbatical;
  • Establishment of a rank and step system; and
  • Senate membership at all percentages of appointments.

For details on prior revisions, please visit the Academic Personnel and Programs website:
Until the earlier of a date specified by the campus or June 30, 2023, review criteria in this appendix shall apply to individuals appointed in the Lecturer with Security of Employment Series prior to October 1, 2018.

**APPENDIX A**

**285-10 Criteria**

a. A candidate for appointment, merit increase, or promotion in this series shall be judged by achievements in the following areas: teaching, professional achievement and activity, and University and public service.

Criteria for examining achievement in these areas are set forth in APM–210-3, Instructions to Review Committees Which Advise on Actions Concerning the Lecturer with Security of Employment (SOE) Series.

b. The title Senior Lecturer with Potential for Security of Employment (PSOE) or Senior Lecturer with Security of Employment (SOE) may be assigned to an appointee who provides services of exceptional value to the University and whose excellent teaching and professional accomplishments have made him or her a recognized leader in his or her professional field and/or in education.

c. Appointment and advancement of a part-time appointee with a title in this series shall depend on the quality of performance at a level of distinction comparable to that demanded of a full-time appointee; however, when circumstances warrant, a lesser rate of professional achievement and activity will be acceptable. Teaching assignments and departmental, committee, and other service should be in proportion to the percentage of time of the position, but the same quality of performance is expected as for a full-time appointee.

d. Transfer of appointees in the regular professorial series to the Lecturer SOE series.

(1) In cases when there has been a review of an Assistant Professor and the Chancellor has decided not to continue the individual’s appointment in the professorial series, the individual may not subsequently be appointed on any campus to the Lecturer SOE series (or certain other titles) for a period of five years. (See APM – 133-0-a(3).)

(2) Upon the recommendation of the department and following regular academic review, the Chancellor may transfer an Associate Professor or Professor to the Lecturer SOE or Senior Lecturer SOE title. This transfer requires the written consent of the faculty member.
When there has been a review of a Lecturer PSOE or Senior Lecturer PSOE and the Chancellor has decided not to continue the individual's appointment in that series, the individual may not subsequently be appointed on any campus to certain faculty titles for a period of five years. For a list of these faculty titles, see APM – 133, Appendix A. (See also APM – 133-0-b(3).)
May 9, 2018

SUSAN CARLSON, VICE PROVOST
ACADEMIC PERSONNEL

Re: Endorsement of Proposed Revisions to APM 285 and 210-3

Dear Susan:

In February, following the second systemwide review of proposed revisions to the Lecturer with Security of Employment (LSOE) APM series, I asked a Council working group to discuss – and attempt to reconcile – the different perspectives expressed within the Senate comments generated during the review.

At its April 25, 2018 meeting, the Academic Council voted to support the working group’s main proposal related to APM sections 285 and 210-3 – to replace the LSOE title series with a new series that includes a rank-and-step system parallel to the Professor Series, sabbatical privileges equivalent to the Professor Series, and increased expectations for teaching excellence and professional and/or scholarly achievement.

The vote is consistent with a motion passed by Council at its June 2017 meeting following the first systemwide review, “to endorse the concept of a new title series to replace LSOE that includes rank and step, sabbatical privileges, a research requirement that emphasizes pedagogy but allows research in the underlying discipline, and precludes new hires in the LSOE series.”

This recommendation is also largely consistent with the proposal circulated for second systemwide review in December; but, importantly, Council has recommended additional revisions to clarify that the primary responsibility of LSOE faculty is teaching and teaching-related tasks and their secondary responsibility is professional and/or scholarly activities, including creative activities, especially as they relate to pedagogy. The additional revisions also clarify that individuals in the LSOE series be evaluated for appointment and advancement primarily on teaching excellence, and that teaching is more highly weighted than professional and/or scholarly activity and service.

Council also voted to maintain the existing titles in the Lecturer with Security of Employment series, but to also allow discretion for individual campuses to use “Teaching Professor” as a campus-wide working title alternative to “LSOE”.

Council believes strongly that LSOE faculty serve a vital role at the University and must be supported. We think these revisions will help promote equal and inclusive treatment of LSOEs,
enhance their recognition and respect within and outside of UC, as well as highlighting and clarifying contrasts between the scholarly expectations of the LSOE series and the duties of Unit 18 Lecturers.

Council is also sensitive to faculty concerns about how the new series could affect the professoriate and the UC mission – specifically, the potential for the new series to endanger the University’s research mission by making it easier to increase the number of teaching faculty at the expense of research faculty, and the potential for women and members of underrepresented groups to be disproportionately recruited to the LSOE series, rather than to the regular series.

Council has agreed to assemble a group to monitor the use of the revised LSOE series and examine how well it becomes linked to the overall goals of the University, particularly those related to equity and diversity. We also recommend that campuses conduct an ongoing assessment of the balance of faculty members holding different titles, to reflect the expectations of a research university. I have also asked the Council working group to develop guidance to campuses to integrate LSOEs more fully into the fabric of departmental and campus community life.

The Senate greatly appreciates your efforts to modify the proposal in response to faculty feedback during these systemwide Senate reviews. Please do not hesitate to contact me if you have any questions.

Sincerely,

Shane N. White, Chair
Academic Council

Encl.

Cc: Academic Council
    Senate Director Baxter
    Senate Executive Directors
285-0  **Policy**

   a. Lecturer titles that have or lead to security of employment are faculty positions designed to meet the long-term instructional needs of the University that cannot be best fulfilled by an appointee in the professorial series (see APM - 220).

   b. A budgeted FTE must be allocated for any full-time appointment in this series. Should the Chancellor approve a less than 100 percent appointment, a portion of a budgeted FTE equal to the percent time appointment must be allocated. See APM - 285-16-b for more information on part-time appointments.

285-4  **Definition**

   a. The Lecturer with Security of Employment (LSOE) series is used for appointees who are members of the faculty of an academic or professional college, school, division, department, or program of the University whose primary responsibility is teaching and teaching-related tasks and secondarily professional and/or scholarly activities, including creative activities, especially as they relate to instruction and pedagogy. The faculty in this series also have responsibility for University and public service.

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1 Faculty appointed into the LSOE series prior to 7/1/19 are eligible to be evaluated under the criteria in effect as of 7/26/02. All other provisions of this policy apply effective 7/1/18.
b. An appointee in this series will regularly carry a heavier load of teaching than will appointees in the professorial series.

285-8 Types of Appointments

Acting titles may be used (see APM - 235).

a. Titles in the Lecturer with Security of Employment series are:

   (1) Lecturer with Potential for Security of Employment. This title is used for those that have not yet been conferred security of employment.

   (2) Lecturer with Security of Employment.

   (3) Senior Lecturer with Security of Employment.

b. An appointment (as distinguished from a promotion or reappointment) occurs when a person is employed in one of the three ranks above, if the individual’s immediately previous status was:

   (1) not in the employ of the University;
(2) in the employ of the University but not with a title in this series; or

(3) in the employ of the University in the same title but at a different campus.

c. A promotion is advancement from one rank to a higher rank within the LSOE series.

d. A merit increase is advancement in salary rate and step without change of rank
   (see APM - 610, Salary Increases).

e. A reappointment is the renewal of a Lecturer with Potential for Security of Employment appointment immediately following the end date of a previous appointment (i.e., without a break in service). A reappointment may or may not be accompanied by a merit increase.

285-9 **Criteria**

a. A candidate for appointment, reappointment, merit increase, or promotion in this series shall be evaluated by the following three criteria with teaching excellence being more highly weighted than the other two:
(1) Teaching excellence: The demonstration and maintenance of teaching excellence is the primary criterion for the series.

(2) Professional and/or scholarly achievement and activity, including creative activity.

(3) University and public service.

These criteria are further explained in APM - 210-3, *Instructions to Review Committees That Advise on Actions Concerning the Lecturer with Security of Employment (LSOE) Series*.

b. Change of series

In cases when there has been a review of an Assistant Professor and the Chancellor has decided not to continue the individual’s appointment in the professorial series, the individual may not subsequently be appointed on any campus to the LSOE series (or certain other titles) for a period of five years. (see APM - 133-0-a(3).)

Upon the recommendation of the department, and consistent with campus academic review processes, the Chancellor may appoint an Associate Professor or Professor to the Lecturer with Security of Employment or Senior Lecturer
with Security of Employment title. This change of series requires the written consent of the faculty member.

An appointee in the Lecturer with Security of Employment series may have a change of series into the professorial series, consistent with campus academic review processes and only upon satisfying recruitment compliance.

285-16 Restrictions

The following restrictions apply to the use of titles in this series:

a. In order to maintain the University’s mission for an appropriate balance between education, research, and service, the Chancellor, in consultation with the Academic Senate, may establish a cap on the number of appointments in this series. If so desired, a cap may be set for each school or department.

b. Normally, an appointment to this series is for 100 percent service to the University.

c. Security of employment may be granted only for an appointment at 51 percent or more time unless the Chancellor, whose authority may not be redelegated, approves the appointment by special exception.
d. An initial appointment at less than 100 percent but 51 percent or more time with a title in this series, or a subsequent permanent reduction in the percent time of an appointment, may be authorized under exceptional circumstances, provided the Chancellor specifically approves the arrangement as being in the best interests of the University based on the particular situation.

A memorandum of understanding between the Chancellor and the part-time appointee shall be signed by both parties, to clarify the following:

(1) There are no implied rights to current or future full-time security of employment and the only security of employment granted with this appointment is at the agreed upon percentage; and

(2) Workload expectations are based on the specified percentage of time of the appointment.

e. Appointment and advancement of a part-time appointee shall depend on the quality of performance in teaching excellence, professional and/or scholarly achievement and activity, including achievement and activity in creative work, and service with teaching being more highly weighted than the other two. Expectations for the quantity of performance shall be based on the percentage of time of the appointment, but expectations of the quality are the same as 100% time. In all cases, when an appointee is considering a part-time appointment, or
a temporary reduction in the percentage of time of an appointment, the terms of the appointment and the performance expectations shall be discussed by the dean, department chair, and the appointee at the outset and documented in a memorandum of understanding for advancement.

f. When there has been a review of a Lecturer with Potential for Security of Employment, Assistant Professor in the Professorial series, Assistant Professor in Residence, or Assistant Professor of Clinical (e.g., Medicine) and the Chancellor has decided not to continue the individual’s appointment in that series, the individual may not be appointed on any campus to certain faculty titles for a period of five years as set forth in APM - 133, Appendix A and also APM - 133-0-a(3) and b(3).

285-17 Terms of Service

a. Lecturer with Potential for Security of Employment

(1) Term of Appointment

Each appointment and reappointment is limited to a maximum term of two years with a specific end date. The total University service with this title in combination with certain other titles may not exceed eight years, in accordance with APM - 133-0-b.
(2) Appointment for Less Than Two Years

The appointment or reappointment of a Lecturer with Potential for Security of Employment may be for a period of less than two years only under the following circumstances:

(a) An appointment or reappointment with an effective date other than July 1st shall end typically on the second June 30th following the appointment or reappointment.

(b) A promotion or merit increase may become effective on July 1st before the end of a two-year term, but such advancement shall mark the beginning of a new term of appointment.

(c) Consistent with the eight-year limit, a terminal appointment for a Lecturer with Potential for Security of Employment may be for a period of less than two years provided adequate notice has been given, per APM - 285-17-a(4).

(3) Advancement
An appointee holding the title Lecturer with Potential for Security of Employment is eligible for reappointment, merit increase, and promotion based on careful reviews of the appointee’s progress and achievement, primarily in teaching excellence and secondarily in professional and/or scholarly achievement and activity, including creative activity, as well as service.

(4) Notice for Non-Renewal of Appointment

When an appointment as a Lecturer with Potential for Security of Employment is not to be renewed, written notice shall be given by the Chancellor prior to the expiration date in accordance with the schedule below.

(a) With less than one year of service as a Lecturer with Potential for Security of Employment by the end of the current period of appointment: at least a four-month notice.

(b) With at least one complete year of service and not more than two years of service as a Lecturer with Potential for Security of Employment by the end of the current period of appointment: at least a six-month notice.
(c) With more than two years of service as a Lecturer with Potential for Security of Employment by the end of the current period of appointment: at least a twelve-month notice.

(5) Termination Before the End of the Appointment Period

(a) Lecturer with Potential for Security of Employment

Termination of the appointment of a Lecturer with Potential for Security of Employment before the expiration of the appointment shall be only for good cause, after the opportunity for a hearing before the properly constituted advisory committee of the Academic Senate, in accordance with Regents’ Standing Order 103.10 and Senate Bylaws 336 or 337.

(b) Lecturer with Security of Employment and Senior Lecturer with Security of Employment

All appointments and promotions to the ranks of Lecturer with Security of Employment and Senior Lecturer with Security of Employment shall continue until terminated by resignation, retirement, or dismissal. An appointment with security of employment shall not be terminated except for good cause after the opportunity for a hearing before the properly constituted advisory committee.
of the Academic Senate, in accordance with Regents’ Standing Order 103.10 and Senate Bylaws 336 or 337.

285-18 **Salary**

The Office of the President publishes a salary scale for this series. The Lecturer with Security of Employment series will include three ranks and the same steps as the professorial series.

The Chancellor, after appropriate review, has authority to approve salaries up to and including the Indexed Compensation Level (ICL).

The Provost and Executive Vice President for Academic Affairs has authority to approve salaries exceeding the ICL threshold. See APM - 220-85-d.

285-19 **Normal Periods of Service**

The normal periods of service at rank and step in this series are shown in the published salary scales and are described below. Although these time periods indicate the usual intervals between advancements, they do not preclude more rapid advancement in the case of exceptional merit or more gradual advancement when warranted and if unrelated to a Lecturer with Potential for Security of Employment’s eight-year limitation. Personnel reviews that are deferred due to stopping the clock...
for reasons as defined in APM - 133-17-g, -h, and -i or a family accommodation as defined in APM - 760 should be treated procedurally in the same manner as personnel reviews conducted at the usual intervals. All evidence produced during the probationary period, including the period of the extension, counts in the evaluation of the candidate’s review file. The file shall be evaluated without prejudice, without regard to the length of service at the Lecturer with Potential for Security of Employment rank, and so stated in the department chair’s letter.

(1) For a Lecturer with Potential for Security of Employment, the total period of University service in the title Lecturer with Potential for Security of Employment or in this and certain other titles (see APM - 133-0) shall not exceed eight years, except as provided in APM - 133-12. The normal period of service at a given step in this rank is two years.

(2) For a Lecturer with Security of Employment, the normal period of service in this rank is six years. The normal period of service at step is two years in each of the first three steps. Service at Steps IV and V is three years in each step.

(3) For a Senior Lecturer with Security of Employment, the normal period of service is three years at step in each of the first four steps. Service at Step V and above may be of indefinite duration. Advancement to Step VI usually will not occur after less than three years of service at Step V. This involves
an overall career review and will be granted on evidence of sustained and continuing excellence in each of the following three categories, with teaching excellence receiving primary weighting above the others: (1) extraordinary effectiveness and excellence in teaching and teaching-related tasks; (2) professional and/or scholarly achievement and activity; and (3) University and public service. Advancement from Step VI to Step VII, from Step VII to Step VIII, and from Step VIII to Step IX, will usually not occur before three years, and will only be granted on evidence of continuing achievement at the level required for advancement to Step VI.

Advancement to an Above-Scale rank involves an overall career review and is reserved only for the most highly accomplished faculty (1) whose work of sustained and continuing excellence has attained national or international recognition and broad acclaim reflective of its significant impact on education within the discipline; (2) whose contributions to University teaching and education outcomes are excellent; and (3) whose service is highly meritorious. Except in rare and compelling cases, advancement will not occur after less than four years at Step IX. Moreover, mere length of service and continued good performance at Step IX are not justification for further merit advancement. There must be demonstration of additional merit and distinction beyond the performance on which
advancement to Step IX was based. A merit advancement for a candidate already serving at above-scale must be justified by continuing evidence of accomplishment commensurate with this level. Continued good service is not an adequate justification. Intervals between such merit advances may be indefinite, and only in the most superior cases where there is strong and compelling evidence will advances at intervals shorter than four years be approved.

285-20 **Conditions of Employment**

a. Lecturer with Potential for Security of Employment, Lecturer with Security of Employment, and Senior Lecturer with Security of Employment are members of the Academic Senate, per Regents’ Standing Order 105.1(a).

b. An appointee to this series may be assigned to teach courses at any level.

c. An appointee with a title in this series is eligible to apply for sabbatical leave (see APM - 740).

285-24 **Authority**

Authority to approve appointments, reappointments, merit increases, and promotions to titles in this series are as follows:
a. Lecturer with Potential for Security of Employment
   The Chancellor, after appropriate review (see APM - 220-82).

b. Lecturer with Security of Employment
   The Chancellor, after appropriate review (see APM - 220-85).

c. Senior Lecturer with Security of Employment
   The Chancellor, after appropriate review (see APM - 220-85).

285-80  **Review Procedures**

   The Chancellor, in consultation with the Committee on Academic Personnel, may develop local review procedures for the Lecturer with Security of Employment series. Campus procedures for review and advancement shall be modeled on the general pattern of the review process for members of the professorial series (see APM - 220-80 and APM - 210-3).

285-95  **Letters of Invitation and Notification**

   See APM - 220-95 for model language. The term “security of employment” shall be substituted for the term “tenure.”
210-3  **Instructions to Review Committees That Advise on Actions Concerning the**

**Lecturer with Security of Employment Series**¹

a. The Bylaws of The Regents provide: “No political test shall ever be considered in the appointment and promotion of any faculty member or employee.” This provision is pertinent to every stage in the process of considering appointments and advancements.

b. The policies and procedures set forth above in APM - 210-1-a, -b, -c, and -e shall govern the committee in the confidential conduct of its review and in the preparation of its report. The committee should refer to APM - 285 for policies on the Lecturer with Security of Employment series.

c. The review committee shall evaluate the candidate with respect to the proposed rank and duties considering the record of the candidate’s performance in (1) Teaching excellence, (2) Professional and/or scholarly achievement and activity, including creative activity, and (3) University and public service.

¹ Faculty appointed in the LSOE series prior to 7/1/19 are eligible to be evaluated under the criteria in effect as of 7/26/02. All other provisions of this policy apply effective 7/1/18.
Superior intellectual attainment, as evidenced primarily in excellent teaching and secondarily in professional and/or scholarly achievement and activity, including achievement and activity in creative work, is an indispensable qualification for appointment or promotion to security of employment. This standard for appointees in the Lecturer with Security of Employment series is necessary for maintaining the quality of the University as an institution dedicated to education. The review committee must further evaluate whether the candidate has a record of excellence in teaching while engaging in a program of professional and/or scholarly or creative activity that is appropriate for this series.

The University of California is committed to excellence and equity in every facet of its mission. Contributions in all areas of faculty achievement that promote equal opportunity and diversity should be given due recognition in the academic personnel process, and they should be evaluated and credited in the same way as other faculty achievements. For faculty in this title series, these contributions to diversity and equal opportunity are most likely to be focused on teaching and learning and can take a variety of forms including efforts to advance equitable access to education, public service that addresses the needs of California’s diverse population, or teaching that is particularly sensitive to diverse populations. Mentoring and advising of students and faculty members, particularly from underrepresented and underserved
populations, should be given due recognition in the teaching or service
categories of the academic personnel process.

d. The candidate is expected to submit for the review file a presentation of his or
her activity in all three areas of teaching excellence, professional and/or
scholarly achievement and activity, and University and public service.
Evidence may be relevant to evaluation of achievement in more than one
category and the review committee will assign the evidence to the appropriate
category. Campus guidelines may include separate requirements, expectations,
or guidelines for various schools or departments. The criteria set forth below
are intended to serve as guides for minimum standards by which to evaluate
the candidate, not to set boundaries to exclude other elements of performance
that may be considered.

(1) **Teaching Excellence**

Clearly demonstrated evidence of excellent teaching is an essential criterion
for appointment, advancement, or promotion. Faculty in the Lecturer with
Security of Employment series are expected to maintain a continuous and
current command of their disciplinary subjects. They should, among other
things, demonstrate the ability to foster an inclusive, stimulating, and
effective learning environment.
When evaluating the effectiveness of a candidate’s teaching, the committee should consider the following objectives for individuals in this series: display evidence of continuous growth and mastery of the subject field; emphasize the connections between the relevant subject and other fields of study; foster an environment that supports student curiosity, independent evaluation of evidence, and capacity to reason; provide guidance, mentoring, and advising to students, teaching assistants, and other staff and faculty with teaching responsibilities; create an academic environment that facilitates active participation and learning by all students with a focus on developing effective strategies to advance learning by students in various underrepresented groups; contribute to the development and adoption of effective evidence-based pedagogical strategies including instructional units, materials, and resources; incorporate and promote significant curricular revisions informed by current pedagogical knowledge; and apply and advocate for effective teaching techniques.

The committee should attend to the variety of demands placed on the Lecturer with Security of Employment series by the types of teaching called for in various disciplines and at various levels and should evaluate the total performance of the candidate with proper reference to assigned teaching responsibilities. The committee should clearly indicate the sources of evidence on which its appraisal of teaching excellence has been based. In preparing its recommendation, the review committee should keep in mind
that the report is an important record of the candidate's teaching and serves as the basis for additional recommendations and the final decision.

It is the responsibility of the department chair to submit meaningful evaluation, accompanied by supporting evidence, of the candidate’s teaching effectiveness.

The following is a broadly defined, non-exclusive list of evidence that may be presented concerning teaching excellence:

(a) Peer review assessments from other faculty members based on knowledge in the candidate’s field; class visitations; attendance at the candidate’s lectures before professional societies or in public; or the performance of students who have studied with the candidate;

(b) Evaluations or comments solicited from students in courses taught since the candidate’s last review;

(c) A term-by-term enumeration of the number and types of courses and tutorials taught since the candidate’s last review including:

   (i) the level of courses and tutorials taught;
   (ii) the enrollments of courses and tutorials taught;
(iii) the percentage of student course evaluations in relation to the total number of students in each course;

(iv) brief explanations for unusual course loads;

(d) Identification of any new courses taught or of previously-taught courses for which the candidate has substantially reorganized the approach or content;

(e) Documentation of the introduction of new substantive developments in the field or of new and effective techniques of instruction, including techniques that meet the needs of students from groups that are underrepresented in the field of instruction;

(f) Documentation of success as a positive role model or effective mentor for students at all levels, including those serving as teaching assistants;

(g) Results from studies conducted to measure changes in student understanding of the subject material from the beginning to the end of the course;

(h) Written testimony from former students on the impact and effectiveness of the candidate’s teaching and mentorship;
(i) Awards or other acknowledgements of excellent teaching;

(j) A self-evaluation of the candidate’s teaching.

Initial appointment to the Lecturer with Potential for Security of Employment title requires clear evidence of the potential for teaching excellence.

Appointment or promotion to the Lecturer with Security of Employment title requires clear documentation of consistent and sustained excellence in effective teaching. Under no circumstances will security of employment be conferred unless there is clear documentation of consistent and sustained excellence in teaching.

Appointment or promotion to the Senior Lecturer with Security of Employment title requires evidence of consistent and sustained excellence in effective teaching and demonstrated distinction in the special competencies appropriate to teaching the particular subject.

(2) Professional and/or Scholarly Achievement and Activity

Clearly demonstrated evidence of professional and/or scholarly achievement and activity, including creative activity, is one of the criteria for appointment
or promotion. Professional and/or scholarly activities may be related to the underlying discipline itself or to pedagogy. Such activities should provide evidence of achievement, leadership, and/or influence on the campus or beyond. Certain administrative activities (e.g., of learning centers and teaching programs) and community outreach activities are also relevant, as would be presentations of seminars or lectures at other institutions or professional societies, or participation in scholarly activities (e.g., summer seminars) designed to enhance scholarly expertise in relevant fields. Other records of participation in intensive programs of study—in order to be a more effective teacher and scholar, with the goal of enhancing one's teaching and scholarly responsibilities—are also relevant evidence of professional and/or scholarly activity.

Creative activities count as relevant professional and/or scholarly activities in appropriate disciplines. In certain fields, such as art, architecture, dance, music, literature, and drama, an accomplished creation should receive consideration as an example of professional and/or scholarly achievement and activity. In evaluating creative activities, an attempt should be made to define the candidate’s merit in the light of such criteria as originality, scope, richness, and depth of creative expression.

The following are broadly defined, non-exclusive examples of evidence that may be presented:

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(a) Documentation of the development of or contributions to:

(i) original materials designed to improve learning outcomes;

(ii) evidence-based design and evaluation of educational curricula or pedagogy;

(iii) administration and evaluation of a teaching program or a learning center;

(iv) systematic quality improvement programs and evaluation of their implementation;

(v) discipline-specific information systems;

(vi) development and evaluation of community outreach or community-oriented programs.

(b) First, senior, or collaborative authorship of scholarly or professional publications;
(c) Accomplished performance, including conducting and directing;

(d) Accomplished artistic or literary creation;

(e) Accepted invitations to present seminars or lectures at other institutions or before professional societies.

Initial appointment to the Lecturer with Potential for Security of Employment title requires evidence or promise of productive and creative contributions to professional and/or scholarly activity that would support excellent teaching.

Appointment or promotion to the Lecturer with Security of Employment title requires evidence of sustained professional and/or scholarly achievement and activity in support of excellent teaching.

Appointment or promotion to the Senior Lecturer with Security of Employment title requires evidence of consistent and sustained professional and/or scholarly achievement and activity and a profile of excellent teaching that have made the candidate a leader in the professional field and/or in education.
(3) **University and Public Service**

The review committee should evaluate the quantity and quality of service to the department, the campus, the University, and the public (whether to the local community, state, or nation). Service which is directly related to the candidate’s professional expertise and achievement is of special relevance but so too is service in areas beyond those special capacities when the work done is of sufficiently high quality. Examples of service include: service related to the improvement of curricula or standards in elementary and secondary education; service on thesis and dissertation committees or on student-faculty committees and service to student organizations; participation in Academic Senate and campus committees and initiatives; and contributions furthering diversity and equal opportunity within the University through participation in recruitment, retention, and mentoring of scholars and students.

Initial appointment to the Lecturer with Potential for Security of Employment title requires evidence of the likelihood of participation in department activities and the potential for service to the campus.

Appointment or promotion to the Lecturer with Security of Employment title requires evidence of activity on committees within the professional field, department, school, campus, or University; or of service to the public in
areas directly related to the candidate’s professional expertise and achievement.

Appointment or promotion to the Senior Lecturer with Security of Employment title requires active participation on committees within the professional field, department, school, campus, or University; or of service to the public or profession in areas directly related to the candidate’s professional expertise and achievement.