

# Executive Board

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

### Table of Contents

<b>Exec JS-DH-APM-285-March-2024</b>	1
---JS-DH-APM-285-Mar-2024	1
---All Senate comments APM 285	3
<b>Exec Divisional Response - EB re UCOP Rev to APM-285_2024-03-14</b>	51
<b>CAP Final Response - CAP to EB_Proposed Revisions to APM-285_2024-03-07</b>	52
<b>GC Final Response - 2024-03-05_GC to EB re Proposed Revisions to AMP-285 LSOE series</b>	53
<b>CODEI Final Response - CODEI to EB Re APM 285</b>	54
<b>UgC Final Response - 2024-01-29 UgC to EB re APM 285 Revisions</b>	55
<b>Exec 2023-11-30 - APM_285 Systemwide Review Cover_Letter</b>	56
<b>Exec 2023-11-30 Draft APM-285 tracked changes</b>	59
<b>Exec SNW-SC-APM-285-210</b>	70
---SNW-SC-APM-285-210	70
---DRAFT APM 285 clean with 3-19-18 edits for Academic Council-v3 05-02-18	72
---DRAFT APM 210-3 clean with 3-19-18 edits for Academic Council-v3 05-02-18	87



*James Steintrager*  
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*Chair of the Assembly of the Academic Senate*  
*Faculty Representative to the Regents*  
*University of California*  
*1111 Franklin Street, 12th Floor*  
*Oakland, California 94607-5200*

April 3, 2024

**DOUGLAS HAYNES, VICE PROVOST  
ACADEMIC PERSONNEL & PROGRAMS**

**Re: Proposed Revisions to Academic Personnel Manual (APM) Section 285, Lecturer with Security of Employment Series**

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 renaming<sup>1</sup> 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 (UCORP, 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.

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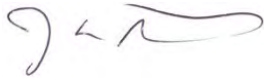
<sup>1</sup> [https://senate.universityofcalifornia.edu/\\_files/reports/sc-kn-request-for-apm-revision-lsoe-teaching-professors.pdf](https://senate.universityofcalifornia.edu/_files/reports/sc-kn-request-for-apm-revision-lsoe-teaching-professors.pdf)

- 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



320 STEPHENS HALL  
UNIVERSITY OF CALIFORNIA

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,

A handwritten signature in black ink, appearing to read 'Max Auffhammer'.

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

*Re: CAPRA comments on Proposed Revisions to Academic Personnel Manual (APM) Section 285, Lecturer with Security of Employment Series*

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,

A handwritten signature in black ink, appearing to read 'J. Miguel Villas-Boas'. The signature is written in a cursive style with a large, stylized 'J' and 'V'.

J. Miguel Villas-Boas, Chair  
Committee on Academic Planning and Resource Allocation

University of California, Berkeley

COMMITTEE ON BUDGET AND  
INTERDEPARTMENTAL RELATIONS

February 22, 2024

CHAIR MAXIMILLIAN AUFFHAMMER  
BERKELEY DIVISION OF THE ACADEMIC SENATE

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

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,

A handwritten signature in blue ink, appearing to read 'CW', with a stylized flourish at the end.

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

CW/lc



DAVIS DIVISION OF THE ACADEMIC SENATE  
ONE SHIELDS AVENUE  
DAVIS, CALIFORNIA 95616-8502  
(530) 752-2220  
academicsenate.ucdavis.edu

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 of 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,

A handwritten signature in black ink, appearing to read "A. Palazoglu", is written over a light blue horizontal line.

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



February 28, 2024

**Ahmet Palazoglu**

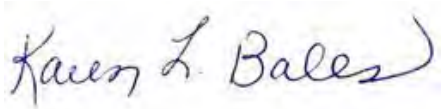
Chair, Davis Division of the Academic Senate

**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,

A handwritten signature in blue ink that reads "Karen L. Bales". The signature is fluid and cursive, with a large loop at the end.

Karen L. Bales

Chair, Committee on Faculty Welfare

## **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

RE: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM)  
Section 285, Lecturer with Security of Employment Series

Dear Ahmet:

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

Sincerely,

A handwritten signature in black ink, appearing to read "Alex Nord", is positioned above the typed name.

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

## **Proposed Revisions to APM 285, Lecturer with Security of Employment Series**

### **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.

## **Proposed Revisions to APM 285, Lecturer with Security of Employment Series**

### **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 Makhoulf, 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 Makhoul, 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 Makhoul, 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**

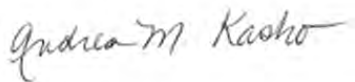
Dear Chair Steintrager,

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**

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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](mailto:CColwell@mednet.ucla.edu) or via the Council’s analyst, Lori Ishimaru, at [lishimaru@senate.ucla.edu](mailto: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

3125 Murphy Hall  
410 Charles E. Young Drive East  
Los Angeles, California 90095

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**

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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](mailto: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](mailto:thall@mednet.ucla.edu)) or Academic Senate Policy Analyst, Lilia Valdez ([lvaldez@senate.ucla.edu](mailto: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

3125 Murphy Hall  
410 Charles E. Young Drive East  
Los Angeles, California 90095

January 29, 2024

**To:** Andrea Kasko, Chair, UCLA Academic Senate

**From:** Catherine Sugar, Chair, Undergraduate Council

**Re: Proposed Revisions to Academic Personnel Manual (APM) Section 285, Lecturer with Security of Employment Series**

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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](mailto: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



**OFFICE OF THE ACADEMIC SENATE**

Matt Hibbing, Chair of the Academic Senate  
[senatechair@ucmerced.edu](mailto:senatechair@ucmerced.edu)

UNIVERSITY OF CALIFORNIA, MERCED  
5200 North Lake Road  
Merced, California 95343

**March 19, 2024**

**To: James Steintrager, Chair, Academic Council**

**From: UCM Divisional Council**

**Re: [Systemwide Review of Proposed Revisions to Academic Personnel Manual \(APM\) Section 285, Lecturer with Security of Employment Series](#)**

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

# UNIVERSITY OF CALIFORNIA, MERCED

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SANTA BARBARA • SANTA CRUZ

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ACADEMIC SENATE, MERCED DIVISION  
COMMITTEE ON ACADEMIC PERSONNEL (CAP)  
SEAN MALLOY, CHAIR  
smalloy@ucmerced.edu

UNIVERSITY OF CALIFORNIA, MERCED  
5200 NORTH LAKE ROAD  
MERCED, CA 95343

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

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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

# UNIVERSITY OF CALIFORNIA, MERCED

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BERKELEY • DAVIS • IRVINE • LOS ANGELES • MERCED • RIVERSIDE • SAN DIEGO • SAN FRANCISCO

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SANTA BARBARA • SANTA CRUZ

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ACADEMIC SENATE, MERCED DIVISION  
COMMITTEE ON RULES AND ELECTIONS (CRE)

UNIVERSITY OF CALIFORNIA, MERCED

**February 2, 2024**

**To: Matthew Hibbing, Chair, Divisional Council**

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

**Re: [Proposed Revisions to Academic Personnel Manual \(APM\) – Section 285, Lecturers with Security of Employment Series](#)**

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



ACADEMIC SENATE, MERCED DIVISION  
COMMITTEE FOR EQUITY, DIVERSITY AND INCLUSION (EDI)

UNIVERSITY OF CALIFORNIA, MERCED  
5200 NORTH LAKE ROAD  
MERCED, CA 95343

**February 1, 2024**

**To: Matthew Hibbing, Chair, Divisional Council**

**From: [Committee for Equity, Diversity and Inclusion \(EDI\)](#)**

**Re: [Proposed Revisions to Academic Personnel Manual \(APM\) – Section 285, Lecturers with Security of Employment Series](#)**

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



ACADEMIC SENATE, MERCED DIVISION  
COMMITTEE ON FACULTY WELFARE AND ACADEMIC FREEDOM (FWAF)

UNIVERSITY OF CALIFORNIA, MERCED  
5200 NORTH LAKE ROAD  
MERCED, CA 95343

**January 30, 2024**

**To: Matthew Hibbing, Chair, Divisional Council**

**From: [Committee on Faculty Welfare and Academic Freedom \(FWAF\)](#)**

**Re: [Proposed revisions to Academic Personnel Manual \(APM\) – Section 285, Lecturers with Security of Employment Series](#)**

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





ACADEMIC SENATE, MERCED DIVISION  
GRADUATE COUNCIL (GC)

UNIVERSITY OF CALIFORNIA, MERCED

**January 31, 2024**

**To: Matt Hibbing, Chair, Divisional Council**

**From: Michael Scheibner, Chair, Graduate Council (GC)**

**Re: [Proposed Revisions to APM 285 \(LSOEs\)](#)**

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

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 (LSOEs) and thanks you for the opportunity to review the proposal.

Cc: Graduate Council  
Senate Office



CHAIR, ACADEMIC SENATE  
RIVERSIDE DIVISION  
UNIVERSITY OFFICE BUILDING, RM 225

SANG-HEE LEE  
PROFESSOR OF ANTHROPOLOGY  
RIVERSIDE, CA 92521-0217  
TEL: (951) 827-4390  
EMAIL: SANG-HEE.LEE@UCR.EDU

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.

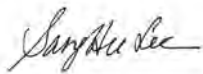
The Committee on Faculty Welfare is generally supportive of the proposed revisions and opined that:

- 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,

A handwritten signature in black ink, appearing to read "Sang-Hee Lee", written in a cursive style.

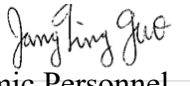
Sang-Hee Lee  
Professor of Anthropology and Chair of the Riverside Division

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



**RE: [Systemwide Review] Proposed Revisions to Academic Personnel Manual (APM):  
Revisions to APM - 285, *Lecturer with Security of Employment Series***

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

SUBJECT: Response to [Systemwide Review] Proposed Revisions to Academic Personnel Manual (APM): Revisions to APM – 285, Lecturer with Security of Employment Series

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,

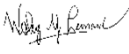
A handwritten signature in black ink, appearing to read "M. Kaul".

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

RE: Proposed Revisions to Academic Personnel Manual (APM): Revisions to APM -  
285, Lecturer with Security of Employment Series

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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

SUBJECT: [Systemwide Review] Proposed Revisions to Academic Personnel Manual (APM):  
Revisions to APM - 285, Lecturer with Security of Employment Series

Dear Sang-Hee,

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

Sincerely,

A handwritten signature in black ink that reads "B. Mobasher". The signature is stylized with a long, horizontal flourish underneath the name.

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





OFFICE OF THE ACADEMIC SENATE

9500 GILMAN DRIVE  
LA JOLLA, CALIFORNIA 92093-0002  
TELEPHONE: (858) 534-3640  
FAX: (858) 534-4528

March 19, 2024

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

Re: Divisional Review of Proposed Revisions to Academic Personnel Manual (APM) Section 285,  
Lecturer with Security of Employment Series

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,

A handwritten signature in blue ink, appearing to read "John Hildebrand", is written over a light blue rectangular background.

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



# UC SANTA BARBARA

Academic Senate  
Susannah Scott, Chair  
Shasta Delp, Executive Director

1233 Girvetz Hall  
Santa Barbara, CA 93106-3050  
<http://www.senate.ucsb.edu>

March 20, 2024

To: Jim Steintrager, Chair  
Academic Senate

From: Susannah Scott, Divisional Chair  
Academic Senate

A handwritten signature in cursive script that reads "Susannah L. Scott".

Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM)  
Section 285, Lecturer with Security of Employment Series

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), Gevirtz 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.

UC **SANTA BARBARA**  
Academic Senate

---

DATE: March 13, 2024

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

FROM: Committee on Academic Personnel

RE: CAP Response to Proposed Revisions to Academic Personnel Manual (APM)  
285 - Lecturer with Security of Employment Series

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,


A handwritten signature in black ink, appearing to read "Mark Meadow", with a long horizontal flourish extending to the right.

Mark Meadow, Chair

UNIVERSITY OF CALIFORNIA  
**ACADEMIC SENATE**  
**SANTA BARBARA DIVISION**  
Council on Planning & Budget

February 2, 2024

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

RE: Proposed Revisions to Academic Personnel Manual (APM) 285 – Lecturer with Security of Employment Series

DocuSigned by:  
  
FCDF68BDA0FD47F...

The College of Engineering FEC met on Friday, January 12<sup>th</sup> and reviewed the proposed changes. The committee is supportive of the proposed changes.



1156 HIGH STREET  
SANTA CRUZ, CALIFORNIA 95064

Office of the Academic Senate  
SANTA CRUZ DIVISION  
125 CLARK KERR HALL  
(831) 459 - 2086

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, Santa Cruz Division

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



UNIVERSITY COMMITTEE ON PLANNING AND BUDGET (UCPB)  
Donald Senear, Chair  
dfseneat@uci.edu

Assembly of the Academic Senate  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, CA 94607-5200  
Phone: (510) 987-9466  
Fax: (510) 763-0309

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,

A handwritten signature in black ink that reads "Donald Felt Senear".

Donald Senear, Chair  
UCPB



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)  
John Heraty, Chair  
[heraty@ucr.edu](mailto:heraty@ucr.edu)

Assembly of the Academic Senate  
1111 Franklin Street, 12<sup>th</sup> Floor  
Oakland, CA 94607-5200

March 19, 2024

**JAMES STEINTRAGER, CHAIR**  
**ACADEMIC COUNCIL**

**RE: Proposed Revisions to Academic Personnel Manual (APM) Section 285: Lecturers with Security of Employment**

Dear Jim,

The University Committee on Faculty Welfare (UCFW) has discussed the proposed revisions to APM Section 285 (LSOEs), 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**

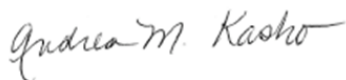
Dear Chair Steintrager,

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**

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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](mailto:CColwell@mednet.ucla.edu) or via the Council’s analyst, Lori Ishimaru, at [lishimaru@senate.ucla.edu](mailto: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

3125 Murphy Hall  
410 Charles E. Young Drive East  
Los Angeles, California 90095

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**

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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](mailto: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](mailto:thall@mednet.ucla.edu)) or Academic Senate Policy Analyst, Lilia Valdez ([lvaldez@senate.ucla.edu](mailto: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

3125 Murphy Hall  
410 Charles E. Young Drive East  
Los Angeles, California 90095

January 29, 2024

**To:** Andrea Kasko, Chair, UCLA Academic Senate

**From:** Catherine Sugar, Chair, Undergraduate Council

**Re: Proposed Revisions to Academic Personnel Manual (APM) Section 285, Lecturer with Security of Employment Series**

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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](mailto: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





OFFICE OF THE VICE PROVOST --  
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT  
1111 Franklin Street, 10<sup>th</sup> Floor  
Oakland, California 94607-5200

November 30, 2023

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

**Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM)  
Section 285, Lecturer with Security of Employment Series**

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**

<b>Current Title</b>	<b>New Title</b>
Lecturer with Potential Security of Employment	Assistant Professor of Teaching
Lecturer with Security of Employment	Associate Professor of Teaching
Senior Lecturer with Security of Employment	Professor of Teaching

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

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: APM – 285 ~~Lecturer with Security of Employment~~Professor of Teaching Series****285-0 Policy<sup>†</sup>**

- 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 (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 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.

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<sup>†</sup> ~~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.

- (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 ~~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 ~~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 1<sup>st</sup> shall end typically on the second June 30<sup>th</sup> following the appointment or reappointment.
- (b) A promotion or merit increase may become effective on July 1<sup>st</sup> 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 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 an ~~an Lecturer with Security of Employment~~ Associate 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.

**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

## APPOINTMENT AND PROMOTION

~~Lecturer with Security of Employment~~ Professor of Teaching Series

APM - 285

DRAFT

- 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](#);

~~<https://www.ucop.edu/academic-personnel-programs/academic-personnel-policy/policy-issuances-and-guidelines/index.html>~~

~~\*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.~~

## ~~APPOINTMENT AND PROMOTION~~

~~APM—285~~

~~Lecturer with Security of Employment Series~~

~~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).)~~

Criteria for LSOE appointments prior to  
10/1/2018



Shane N. White  
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Chair of the Assembly of the Academic Senate  
Faculty Representative to the Regents  
University of California  
1111 Franklin Street, 12th Floor  
Oakland, California 94607-5200

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,

A handwritten signature in blue ink, appearing to read "Shane N. White", is written over a horizontal line.

Shane N. White, Chair  
Academic Council

Encl.

Cc: Academic Council  
Senate Director Baxter  
Senate Executive Directors



285-0    **Policy<sup>1</sup>**

- 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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<sup>1</sup> 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 1<sup>st</sup> shall end typically on the second June 30<sup>th</sup> following the appointment or reappointment.
- (b) A promotion or merit increase may become effective on July 1<sup>st</sup> 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<sup>1</sup>**

- 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.

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<sup>1</sup> 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:

- (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.