



James Steintrager
Telephone: (510) 987-9983
Email: james.steintrager@ucop.edu

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 renaming¹ of the "Lecturer with Security of Employment" (LSOE) title series to "Teaching Professor," with corresponding changes in the Senate bylaws. Nine Senate divisions and three systemwide committees (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.

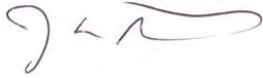
¹ https://senate.universityofcalifornia.edu/_files/reports/sc-kn-request-for-apm-revision-lsoe-teaching-professors.pdf

- Addressing the Santa Cruz division’s request for clarity on why the term “tenure” cannot be used for this series.

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

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

Sincerely,



James Steintrager, Chair
Academic Council

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



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,

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,



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 'Christine Wildsoet', written over a horizontal line.

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".

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

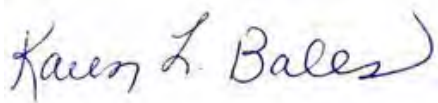
Chair, Davis Division of the Academic Senate

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 written in a cursive style with a large, sweeping flourish 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,



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

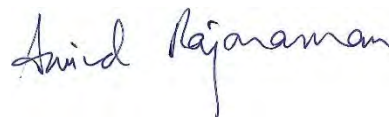
Dear Chair Steintrager,

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 Makhlof, Cabinet Analyst
Academic Senate



February 2, 2024

**ARVIND RAJARAMAN,
CHAIR, ACADEMIC SENATE, IRVINE DIVISION**

RE: Proposed Revisions to APM-285

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

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

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

Sincerely,



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

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



March 19, 2024

James Steintrager
Chair, UC Academic Senate

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

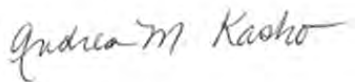
Dear Chair Steintrager,

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

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

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

Sincerely,



Andrea Kasko
Chair
UCLA Academic Senate

Encl.

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

To: Andrea Kasko, Chair, Academic Senate

From: Christopher Colwell, Chair, Council on Academic Personnel

Date: March 7, 2024

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

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

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

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

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

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

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

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

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

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

January 30, 2024

To: Andrea Kasko, Chair
UCLA Academic Senate

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

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

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

Sincerely,



Theodore Hall, Chair
Committee on Diversity, Equity and Inclusion

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

January 29, 2024

To: Andrea Kasko, Chair, UCLA Academic Senate

From: Catherine Sugar, Chair, Undergraduate Council

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

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

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

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

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



OFFICE OF THE ACADEMIC SENATE

Matt Hibbing, Chair of the Academic Senate

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

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

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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SANTA BARBARA • SANTA CRUZ

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

UNIVERSITY OF CALIFORNIA, MERCED

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SANTA BARBARA • SANTA CRUZ

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.

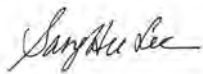
The Committee on Faculty Welfare is generally supportive of the proposed revisions and opined that:

- 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 cursive script, appearing to read "Sang-Hee Lee".

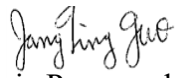
Sang-Hee Lee
Professor of Anthropology and Chair of the Riverside Division

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



College of Humanities, Arts, and
Social Sciences
EXECUTIVE COMMITTEE

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

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' with a stylized flourish underneath.

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 A. Hildebrand".

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

DocuSigned by:
Chris Bates
FCDF6BBDA0FD47F...

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

The College of Engineering FEC met on Friday, January 12th 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
dfsenear@uci.edu

Assembly of the Academic Senate
1111 Franklin Street, 12th 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 cursive script that reads "Donald Felt Senear".

Donald Senear, Chair
UCPB



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

Assembly of the Academic Senate
1111 Franklin Street, 12th 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