



Susan Cochran
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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

August 17, 2023

KATHERINE S. NEWMAN
PROVOST AND EXECUTIVE VICE PRESIDENT

Re: Request to Amend APM Titles for Lecturers with Security of Employment

Dear Katherine:

At its May 2023 meeting, the Academic Council endorsed the attached recommendation from the University Committee on Academic Personnel (UCAP) to change the “Lecturer with Security of Employment” (LSOE) title series to “Teaching Professor” in the Academic Personnel Manual (APM).

In 2018, the University introduced a new rank-and-step series for the LSOE title series in APM 285 designed to be parallel to the Professor series, with equivalent sabbatical privileges, higher expectations for teaching excellence and professional/scholarly achievements, and an emphasis on instruction and pedagogy for LSOEs when engaging in scholarly activities. The revisions also aligned the LSOE review criteria in APM 210-3 with the Professor series. The LSOE title was maintained, but campuses were allowed to use “Teaching Professor” or “Professor of Teaching” as an alternative working title.

Some divisions have adopted the Teaching Professor title, while others have not. LSOEs are full members of the Senate who make important contributions to their departments and the University in teaching, service, and scholarly activity. Continued use of the LSOE title has led some LSOEs to be concerned that their contributions to their departments might be seen as equivalent to those of non-Senate Lecturers. By adopting the Teaching Professor title on a systemwide basis, we aim to foster equity and boost morale by more accurately acknowledging their role within departments.

We therefore request that APM 285 and other applicable sections of the APM be revised to make Teaching Professor the title for this series (Assistant Teaching Professor, Associate Teaching Professor, and Teaching Professor). If these new titles receive approval after systemwide review, corresponding amendments to Senate Bylaw 55 will accompany them.

In addition, Council is aware that the current wording of Senate Bylaw 55 has fostered other inconsistencies across campuses and departments in the implementation of the 2018 provisions. Some, but not all, departments have granted LSOEs departmental voting privileges in light of Bylaw 55.B provisions that allow LSOE faculty to vote on personnel matters within their own series but not on those within the Professor series unless approved by a two-thirds majority of those entitled to vote in the department. This fall, the Senate will conduct a review of proposed amendments to Bylaw 55 that seek to address the variability in LSOE voting privileges by granting all LSOEs full departmental voting rights.

Thank you for your consideration. Please do not hesitate to contact me if you have additional questions.

Sincerely,



Susan Cochran, Chair
Academic Council

Cc: Vice Provost Haynes
Associate Vice Provost Lee
Academic Council
UCAP
Campus Senate Executive Directors
Executive Director Lin

Encl.



UNIVERSITY COMMITTEE ON ACADEMIC PERSONNEL (UCAP)
Francis Dunn, Chair
fuzzy@ucsb.edu

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August 15, 2023

SUSAN COCHRAN, CHAIR
ACADEMIC COUNCIL

RE: PROPOSED CHANGES TO THE APM FOR THE TEACHING PROFESSOR SERIES

Dear Susan,

Since March 2022, the University Committee on Academic Personnel (UCAP) has discussed at length various issues related to the Lecturer with Security of Employment (SOE) series. Based on these deliberations, UCAP proposes that the APM be revised to replace the Lecturer with Security of Employment (LSOE) title with the title “Teaching Professor.”

In 2018 the University revised APM 285 and 210-3 to replace the LSOE title with a new rank-and-step series that is parallel to the Professor series, with equivalent sabbatical privileges, and higher expectations for teaching excellence and professional/scholarly achievement. The LSOE review criteria were also aligned with the Professor series to cover teaching, service, and professional and/or scholarly activities. The revisions maintain the existing LSOE series titles, while campuses were allowed to use “Teaching Professor” as an alternative title.

In response to these changes, some departments have given LSOEs departmental voting privileges on personnel matters. However, this has created inconsistencies across campuses and departments. UCAP therefore separately proposes modifying Senate Bylaw 55 to give LSOEs full departmental voting rights, while here proposing to change the series title to “Teaching Professor” with appropriate changes in the APM.

LSOEs are full members of the Academic Senate who make important contributions to their departments and the university in teaching, service, and scholarly activity. The extent of these contributions was recognized when APM 285 and 210-3 were revised in 2018 with new evaluation criteria and the working title Teaching Professor. Continued use of the title Lecturer, however, is misleading, and could be seen as implying that their contributions are similar to those of Unit-18 Lecturers.

We therefore request that Academic Council propose to Provost Newman and Vice Provost Haynes that APM - 285, and other applicable sections of the APM, be revised to make Teaching Professor the title for this series (Assistant Teaching Professor, Associate Teaching Professor, and Teaching Professor).

Thank you for your partnership on these issues. Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in blue ink that reads "Francis M. Dunn". The signature is written in a cursive style with a horizontal line underneath the name.

Francis Dunn, Chair
UCAP

cc: UCAP
Monica Lin, Executive Director, Academic Senate
James Steintrager, Academic Council Vice Chair