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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
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July 30, 2019

**MICHAEL T. BROWN
PROVOST AND EXECUTIVE VICE PRESIDENT
UNIVERSITY OF CALIFORNIA**

Re: Request for Guidelines to Avoid Inequities in APM-285 Implementation

Dear Michael,

At its July 24, 2019 meeting, the Academic Council unanimously endorsed the attached request for clarifying guidelines related to APM 285. As you know, revisions to APM 285 approved last year increase expectations for the professional and scholarly activity of Lecturers with Security of Employment (LSOE). While APM 285 recognizes that LSOEs are expected to teach more than ladder-rank faculty, the APM does not define an upper limit for their teaching obligations, and we have learned that some LSOEs are now being assigned teaching loads equivalent to those of Unit 18 Lecturers. This is a problem, as the LSOE series should be treated in accordance with the APM and used consistently across departments and campuses.

Council asks that the University issue clarifying guidelines to campuses right away, emphasizing that LSOEs should not be treated as replacements for Unit 18 lecturers in terms of instructional workload. Council also requests further revisions to APM 285 to clarify that LSOEs should have an upper limit on their instructional workload that places them below the workload of a Unit 18 lecturer.

Thank you very much for your partnership on this issue. Please do not hesitate to contact me if you have additional questions.

Sincerely,

A handwritten signature in brown ink that reads 'R. C. May'.

Robert C. May, Chair
Academic Council

cc: Vice Provost Carlson
Academic Council
Senate Directors

Avoiding Inequities in APM-285 Implementation

In October 2018, campuses were notified by Provost Brown of systemwide-approved revisions to APM 285¹, which governs the academic title and reviews of Lecturers with (Potential) Security of Employment. Significant new elements include a step-system for salary², sabbatical, elaborated teaching excellence criteria, and “professional and/or scholarly achievement and activity.” As the memo stipulates, campus policies governing this series should be in place by July 2019.

From discussion on 26 June 2019, Academic Council was alarmed and dismayed to find during a discussion of a recent memo from UCFW that on some campuses faculty in the Lecturer with Security of Employment (LSOE)/Teaching Professor series have been assigned teaching loads that are equivalent to those of Unit 18 lecturers. While teaching loads are a complicated matter subject to varying disciplinary, campus, and department expectations, there is *no justification under any circumstances for treating LSOE faculty as equivalent to Unit 18 lecturers in terms of instructional workload.*

While it is expected (as per APM-285) that “An appointee in this series will regularly a heavier load of teaching than appointees in the professional series,” LSOE faculty “also have responsibility for University and public service” and in addition have a responsibility for “professional and/or scholarly achievement and activity, including creative activity, especially as they relate to instruction and pedagogy.” These expectations for service and professional/scholarly achievement fundamentally distinguish them from Unit 18 lecturers, whose sole responsibility is classroom instruction. Given the requirements outlined in APM-285, it is unconscionable that any campus, school, or department would expect LSOE faculty to shoulder the workload of a Unit 18 lecturer, in addition to other expected responsibilities for service and professional engagement. While “teaching is the primary focus” for the LSOE series, it is not the sole responsibility which needs to be reflected in workload policy and academic review criteria.

Long term, we advise that language be added to a revised APM-285 to make clear that LSOE faculty should have an upper limit on their instructional workload that places them below that of a Unit 18 lecturer. In the short term, we urge in the strongest possible terms that the Provost immediately issue written guidelines for the implementation of APM-285 to Chancellors/EVCs that make clear that LSOEs should not be treated as replacements for Unit 18 lecturers in terms of instructional workload, with workload policy that aligns with the scope of the series.

¹Provost Brown’s policy issuance memo (October 2018) https://www.ucop.edu/academic-personnel-programs/_files/apm/apm-133-135-210-235-285-740-issuance/10-3-18-lsoe-issuance-ltr.pdf

² L(P)SOE salary scale issuance memo (December 2018) https://www.ucop.edu/academic-personnel-programs/_files/1819/lsoe-salary-scales-effec-1-1-19/12-19-18-lsoe-salary-scales-issuance-ltr.pdf



UNIVERSITY COMMITTEE ON FACULTY WELFARE (UCFW)
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June 21, 2019

**ROBERT MAY, CHAIR
ACADEMIC COUNCIL**

RE: APM 285 (Teaching Professors) Implementation Guidelines

Dear Robert,

The University Committee on Faculty Welfare (UCFW) has heard from multiple campus representatives that the teaching loads being assigned to Teaching Professors/LSOEs are far in excess of a reasonable number of courses per term, in some cases equivalent to those of Unit 18 Lecturers. As you know, revised APM 285 requires Teaching Professors/LSOEs to generate scholarly works and perform service, in addition to their teaching obligations. While Teaching Professors/LSOEs are expected to teach more than ladder-rank faculty, they should have reasonable course loads that allow them to pursue those activities. Under no circumstances should Teaching Professors/LSOE be treated as akin to Unit 18 lectures in terms of their teaching load expectations. While we work with Academic Personnel and Programs to compile and assess relevant data, we encourage you to work with the Provost and others to issue clarifying implementation guidelines to prevent misuse of the Teaching Professor/LSOE series and those individuals in it.

Thank you for your continued support.

Sincerely,

Sean Malloy, UCFW Chair

Copy: UCFW
Hilary Baxter, Executive Director, Academic Senate