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,

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

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

February 8, 2024

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

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

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

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

February 20, 2024

To: Sang-Hee Lee, Chair
Riverside Division

From: Abhijit Ghosh, Chair
Committee on Faculty Welfare


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

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

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

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

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

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


Dear Sang-Hee,

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

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

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

Yours sincerely,

[Signature]

Marcus Kaul, Ph.D.
Chair, Faculty Executive Committee School of Medicine
February 3, 2024

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

FROM: Victor G. J. Rodgers, Chair
BCOE Executive Committee

RE: Systemwide Review: Lecturer with Security of Employment Series

On January 31, 2024 the BCOE Executive Committee reviewed the Systemwide Review: Lecturer with Security of Employment Series. The committee had no comment.
January 10, 2024

To: Senate

From: School of Business Executive Committee


Please let this memo serve as an official notification that the School of Business Executive Committee has no comment regarding this topic.
January 19, 2024

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

FROM:    Wesley Leonard, Chair
         CHASS Executive Committee


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

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

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


Dear Sang-Hee,

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

Sincerely,

Bahram Mobasher, Ph.D
Chair, Faculty Executive Committee College of Natural and Agricultural Sciences
COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

February 21, 2024

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

From: Gareth Funning, Chair
      Committee on Diversity, Equity, & Inclusion


The Committee reviewed the proposed revisions to APM 285 (Lecturer with Security of Employment Series) and had no comments.
To: Sang-Hee Lee, Division Chair of the UCR Division of the Academic Senate and Cherysa Cortez, Executive Director of the UCR Academic Senate

From: Katherine Meltzoff, Ph.D., Faculty Chair of the School of Education Executive Committee


The SOE Executive Committee reviewed the Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM) Section 285, Lecturer with Security of Employment Series. Comments/feedback were solicited at our executive committee meeting and via email.

The SOE FEC does not have any comments on this proposal.

Thank you for the opportunity to provide feedback.

Sincerely,

Katherine Meltzoff
Faculty Executive Committee Chair
School of Education
University of California, Riverside
TO: Sang-Hee Lee, Chair 
   Riverside Division 

FR: Richard M. Carpiano, Chair 
   Executive Committee, School of Public Policy 

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

Date: February 23, 2024 

The Faculty Executive Committee of the School of Public Policy reviewed the document 
to APM - 285, Lecturer with Security of Employment Series.” 

We have no comments on this proposal. 

Sincerely, 

Richard M. Carpiano, Ph.D., M.P.H. 
Professor of Public Policy