

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.