

**FACULTY WELFARE**

November 8, 2023

To: Sang-Hee Lee, Chair  
Riverside Division

From: Committee on Faculty Welfare

**RE: [Systemwide Review] Proposed Revisions to Senate Bylaw 55 (Departmental Voting Rights)**

The Committee on Faculty Welfare (CFW) reviewed the proposed revisions to Academic Senate Bylaw 55 which seek to address the variability in Lecturer with Security of Employment (LSOE) voting privileges by granting all LSOEs full departmental voting rights. Some CFW members support the proposed revisions, while other members oppose the proposed revisions.

- CFW members who support the proposed revisions to Senate Bylaw 55 assert that something must be done to eliminate the inequity between LSOEs and faculty in the Professor series, as LSOEs contribute just as much to the mission of a department as faculty in the Professor series. In solidarity with other professors across the UC system, these CFW members ask that:
  - 1) Bylaw 55 is amended to grant equivalent department-level voting rights for faculty in the Professor of Teaching series across the UC system.
  - 2) The title of LPSOE/LSOE/Senior LSOE faculty is officially changed to Assistant/Associate/Full Professor of Teaching.
  - 3) The wording throughout Academic Personnel Manual (APM) - 285, "Appointment and Promotion - Lecturer with Security of Employment Series," should be changed to accurately describe the equivalence of the Professor of Teaching series to the research faculty lines. Thus, change "security of employment" to "tenure;" clarify that Professors of Teaching are both ladder-rank and Senate faculty members; and automatically grant emeritus/emerita status to retired Professors of Teaching.
- CFW members who do not support the proposed revisions to Senate Bylaw 55 contend that LSOEs/Professors of Teaching should not be granted equal departmental voting rights because they are not held to the same rigorous scholarly/research standards and expectations as their colleagues in the Professor series.