

135-0 **Policy**

- a. An appointment with security of employment shall not be terminated except for good cause after a hearing before the appropriate committee of the Academic Senate (Regents' Standing Order 103.10).
- b. Security of employment may be granted only in conjunction with the title Lecturer or Senior Lecturer on an appointment of more than half time.
- c. The eight-year limitation of service for a Lecturer with Potential for Security of Employment (PSOE) or a Senior Lecturer PSOE is described in APM - 133-0-b, APM - 133-12 and -17, and APM - 285.
- d. Security of employment is not a reward for length of service but is based upon appraised and recognized merit.
- e. Security of employment is not to be conferred on an appointee unless there is an appropriately budgeted provision for the appointment. The President may make certain specified exceptions to this rule in general conformity to the permitted exceptions for the Professor series. (See The Regents' Affirmation of November 19, 1971, quoted in APM - 220, Appendix A.) The budgeted provision for an appointee with security of employment must be reserved for the appointee until the position is vacated by death, resignation, or retirement of the appointee, or by termination of the appointment in accordance with University policy. However, this does not preclude reduction of the percentage of time as Lecturer or Senior Lecturer with Security of Employment to enable the appointee to serve for a time in some other capacity. In such a case, the provision or an appropriate part of it may be used to fund the temporary appointment of another academic appointee.
- f. The Academic Personnel policy for the Lecturer with Security of Employment series is APM - 285.