



OFFICE OF THE VICE PROVOST --  
ACADEMIC PERSONNEL AND PROGRAMS

OFFICE OF THE PRESIDENT  
1111 Franklin Street, 10<sup>th</sup> Floor  
Oakland, California 94607-5200

November 30, 2023

CHANCELLORS  
ACADEMIC COUNCIL CHAIR JAMES STEINTRAGER  
LABORATORY DIRECTOR MICHAEL WITHERELL  
ANR VICE PRESIDENT GLENDA HUMISTON

**Re: Systemwide Review of Proposed Revisions to Academic Personnel Manual (APM)  
Section 285, Lecturer with Security of Employment Series**

Dear Colleagues:

Enclosed for systemwide review are proposed revisions to the following sections of the Academic Personnel Manual (APM):

- APM - 285, Lecturer with Security of Employment Series

The proposed revisions are intended to address the renaming of the Lecturer with Security of Employment Series as well as the title and ranks of the series.

### **Background**

On August 17, 2023, the Academic Council endorsed a recommendation by the University Committee on Academic Personnel (UCAP) to change the title for the “Lecturer with Security of Employment” (LSOE) titles series to “Teaching Professors” in the APM. Academic Personnel and Programs consulted with the campuses to collect feedback on the recommended series titles given the current use of the working titles of “Teaching Professor” and “Professor of Teaching.” After consultation with Academic Personnel and Programs, Academic Council agreed upon the recommended “Professor of Teaching” title for the series. Academic Personnel and Programs then met with campus leadership to confirm the recommended name change for the series.

Summarized below are the proposed key policy revisions to APM - 285 that are being distributed for systemwide review.

### **Key Policy Revisions**

The revisions to APM - 285 are to address the proposed renaming of the series from “Lecturer with Security of Employment Series” to “Professor of Teaching.” The recommended title and ranks for the series are Assistant Professor of Teaching, Associate Professor of Teaching, and full Professor of Teaching.

Table 1 presents how the current LSOE titles will be mapped to the new Professor of Teaching titles.

**Table 1. Mapping the LSOE Titles to Professor of Teaching Titles**

<b>Current Title</b>	<b>New Title</b>
Lecturer with Potential Security of Employment	Assistant Professor of Teaching
Lecturer with Security of Employment	Associate Professor of Teaching
Senior Lecturer with Security of Employment	Professor of Teaching

This revision also includes the removal of Appendix A. Appendix A was created with the 2018 issuance of revisions to APM - 285 to allow a transition period to the new criteria for those LSOE faculty appointed prior to October 1, 2018. The transition period allowed in the APM ended June 30, 2023.

### **Systemwide Review**

Systemwide review is a public review distributed to the Chancellors, the Chair of the Academic Council, the Director of the Lawrence Berkeley National Laboratory, and the Vice President of Agriculture and Natural Resources requesting that they inform the general University community, especially affected employees, about policy proposals. Systemwide review also includes a mandatory, 90-day full Senate review.

Employees should be afforded the opportunity to review and comment on the draft policies, available on the [Academic Personnel and Programs website](#). Attached is a Model Communication which may be used to inform non-exclusively represented employees about these proposals. The Labor Relations Office at the Office of the President is responsible for informing the bargaining units representing union membership about policy proposals.

We would appreciate receiving your comments no later than **March 13, 2024**. Please submit your comments to [VP-AcademicPersonnel@ucop.edu](mailto:VP-AcademicPersonnel@ucop.edu). If you have any questions, please contact Polly Miller at [polly.miller@ucop.edu](mailto:polly.miller@ucop.edu).

Sincerely,



Douglas M. Haynes  
Vice Provost  
Academic Personnel and Programs

Enclosures:

- 1) APM - 285, Lecturer with Security of Employment Series (clean copy)
- 2) APM - 285, Lecturer with Security of Employment Series (tracked changes copy)
- 3) Model Communication

cc: President Drake

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