

285-0 **Policy**

- a. Lecturer titles which have or lead to security of employment are faculty positions designed to meet the long-term instructional needs of the University which cannot be best fulfilled by an appointee in the regular professorial series.
- b. A budgeted FTE must be allocated for any appointee in this series.

285-4 **Definition**

- a. These titles are assigned to individuals who engage in teaching, professional activities, and University and public service.
- b. The Lecturer with Security of Employment series should not be confused with Regents' Lecturer (see [APM - 290](#)), or with Lecturer and Senior Lecturer (see Memorandum of Understanding: Non-Senate Instructional Unit).

285-8 **Titles**

- a. Titles in the Lecturer with Security of Employment series are:
  - (1) Lecturer with Potential for Security of Employment (PSOE)
  - (2) Senior Lecturer with Potential for Security of Employment (PSOE)
  - (3) Lecturer with Security of Employment (SOE)
  - (4) Senior Lecturer with Security of Employment (SOE)
- b. A *promotion* is an advancement from one rank to a higher rank within the Lecturer SOE series.

Upon promotion, a Lecturer PSOE becomes a Lecturer SOE, and a Senior Lecturer PSOE becomes a Senior Lecturer SOE. A Lecturer SOE may be promoted to Senior Lecturer SOE.

- c. A Lecturer PSOE and a Senior Lecturer PSOE have appointments with specific end dates. The term *reappointment* means the renewal of an appointment immediately following the end date of a previous appointment in this series. A reappointment may or may not be accompanied by a promotion or a merit increase.

285-10 **Criteria**

- a. A candidate for appointment, merit increase, or promotion in this series shall be judged by achievements in the following areas: teaching, professional achievement and activity, and University and public service.

Criteria for examining achievement in these areas are set forth in [APM - 210-3](#), *Instructions to Review Committees Which Advise on Actions Concerning the Lecturer with Security of Employment (SOE) Series*.

- b. The title Senior Lecturer with Potential for Security of Employment (PSOE) or Senior Lecturer with Security of Employment (SOE) may be assigned to an appointee who provides services of exceptional value to the University and whose excellent teaching and professional accomplishments have made him or her a recognized leader in his or her professional field and/or in education.
- c. Appointment and advancement of a part-time appointee with a title in this series shall depend on the quality of performance at a level of distinction comparable to that demanded of a full-time appointee; however, when circumstances warrant, a lesser rate of professional achievement and activity will be acceptable. Teaching assignments and departmental, committee, and other service should be in proportion to the percentage of time of the position, but the same quality of performance is expected as for a full-time appointee.
- d. Transfer of appointees in the regular professorial series to the Lecturer SOE series.
  - (1) In cases when there has been a review of an Assistant Professor and the Chancellor has decided not to continue the individual's appointment in the professorial series, the individual may not subsequently be appointed on any campus to the Lecturer SOE series (or certain other titles) for a period of five years. (See [APM - 133-0-a\(3\)](#).)

- (2) Upon the recommendation of the department and following regular academic review, the Chancellor may transfer an Associate Professor or Professor to the Lecturer SOE or Senior Lecturer SOE title. This transfer requires the written consent of the faculty member.
- e. When there has been a review of a Lecturer PSOE or Senior Lecturer PSOE and the Chancellor has decided not to continue the individual's appointment in that series, the individual may not subsequently be appointed on any campus to certain faculty titles for a period of five years. For a list of these faculty titles, see [APM - 133](#), Appendix A. (See also [APM - 133-0-b\(3\)](#).)

#### 285-16 **Restrictions**

The following restrictions apply to the use of titles in this series:

- a. Normally an appointment to this series is for full-time service to the University.
- b. Security of employment may be granted only for an appointment at more than half time. (See Regents' Standing Order 103.10.)
- c. An appointment for less than full-time service with a title in this series may be authorized under appropriate circumstances, provided the Chancellor specifically approves the arrangement as being in the best interests of the University based on the particular situation. Ordinarily, such part-time appointments will be limited to cases in which the appointee's professional commitment is to the University. In the rare case that a part-time appointee has a professional commitment other than to the University, the Chancellor must be assured that the appointee will be able to fulfill all the obligations entailed in the University appointment.

In the future, the Chancellor is not obligated to increase the percentage of any part-time appointment, even if the appointee and/or the department request such an increase.

The appointee shall execute a written agreement that the security of employment status and other conditions of the appointment as described below are limited to the specified percentage of time. The agreement shall be set forth in a letter from the Chancellor advising the individual that the part-time appointment does not imply any future right to a full-time appointment with security of employment. The letter should also state that the rate at which credit for University service accrues for University retirement benefits

may likewise be affected. The individual must sign and return a copy of such letter to indicate consent.

A voluntary permanent reduction in the percentage of time of the appointment shall be subject to the same restrictions as stipulated above for an initial part-time appointment.

- d. Promotions, merit increases, and reappointments may be made only within the limits of supporting funds.
- e. A registered student or candidate for a higher degree at the University of California is not eligible for appointment to a title in this series.

#### 285-17 **Terms of Service–Appointment Review**

- a. Lecturer with Potential for Security of Employment (PSOE) and Senior Lecturer with Potential Security of Employment (PSOE)

##### (1) Term of Appointment

Each appointment and reappointment is limited to a maximum term of two years. The total University service with this and certain other titles may not exceed eight years, in accordance with [APM - 133-0-b](#) and Regents' Standing Order 103.10 which provides: “. . . a Lecturer–Potential Security of Employment or Senior Lecturer–Potential Security of Employment appointed at more than half time who has completed eight years of service in that title, or in that title in combination with other titles as established by the President, shall not be continued in that title after the eighth year unless given appointment with security of employment.”

##### (2) Effective Date of Appointment

Rules concerning the effective date of appointments shall be as stipulated in [APM - 200-17](#); normally an appointment period will coincide with the University's fiscal year of July 1 through June 30.

##### (3) Appointment for Less Than Two Years

The appointment or reappointment of a Lecturer PSOE or Senior LecturerPSOE may be for a period of less than two years only under the following circumstances:

- (a) An appointment or reappointment with an effective date other than July 1 shall end normally on the second June 30 following the appointment or reappointment.
  - (b) A promotion or merit increase may become effective on July 1 before the end of a two-year term, but such advancement shall mark the beginning of a new term of appointment.
  - (c) A terminal appointment for a Lecturer PSOE or Senior Lecturer PSOE may be for a period of less than two years provided adequate notice has been given, as stipulated in APM - 285-17-a(5).
- (4) Advancement

An appointee holding the title Lecturer PSOE or Senior Lecturer PSOE is eligible for reappointment, merit increase, and promotion. Decisions about reappointment, merit increase, and promotion of the appointee are based on careful reviews of the appointee's progress, promise, and achievement, and may be affected by fiscal and programmatic considerations.

(5) Notice for Non-Renewal of Appointment

When an appointment as a Lecturer PSOE or Senior Lecturer PSOE is not to be renewed, written notice shall be given by the Chancellor in advance of the expiration date in accordance with the schedule below. Pay in lieu of notice may be authorized by the Chancellor.

- (a) With less than one year of service as a Lecturer PSOE or Senior Lecturer PSOE by the end of the current period of appointment: at least a four-month notice.
- (b) With at least one complete year of service and not more than two years of service as a Lecturer PSOE or Senior Lecturer PSOE by the end of the current period of appointment: at least a six-month notice.
- (c) With more than two years of service as a Lecturer PSOE or Senior Lecturer PSOE by the end of the current period of appointment: at least a twelve-month notice.

(6) Termination Before the End of the Appointment Period

Termination of the appointment of a Lecturer PSOE or Senior Lecturer PSOE before the expiration of the appointment shall be only for good cause, after the opportunity for a hearing before the properly constituted advisory committee of the Academic Senate.

b. Lecturer with Security of Employment (SOE) and Senior Lecturer with Security of Employment (SOE)

All appointments and promotions to the ranks of Lecturer SOE and Senior Lecturer SOE are continuous until terminated by resignation, retirement, or dismissal. A Senior Lecturer SOE may be demoted to Lecturer SOE.

“An appointment with security of employment shall not be terminated except for good cause after the opportunity for a hearing before the properly constituted advisory committee of the Academic Senate.” (Regents’ Standing Order 103.10).

285-18 **Salary**

The Office of the President publishes a salary range for this series. The rate of advancement may be more variable, and in many cases slower, than for professorial positions.

For a Lecturer SOE, the normal period of service before review for advancement for a merit increase is three years. The period of service in the rank of Lecturer SOE may be of indefinite duration. Promotion to Senior Lecturer SOE is not normally expected, but may occur when warranted. Review for promotion to the Senior Lecturer SOE title will normally occur only after a minimum of six years in the title of Lecturer SOE.

Senior Lecturer SOE titles should be paid at a level no less than Professor, Step I. Normally, an appointee shall be reviewed every three years for a merit increase, until the salary is equivalent to that of Professor Step V. Service at that level and higher may be of indefinite duration, and review for advancement will not usually occur after less than four years. Senior Lecturers SOE of the highest distinction, whose work has been internationally acclaimed, are eligible for salaries above the top of the range.

**285-20 Conditions of Employment**

- a. Part-time Lecturers PSOE and part-time Senior Lecturers PSOE are not members of the Academic Senate. Full-time Lecturers PSOE and full-time Senior Lecturers PSOE are members of the Academic Senate.
- b. Part-time Lecturers SOE and part-time Senior Lecturers SOE are not members of the Academic Senate. Lecturers SOE and Senior Lecturers SOE who are full-time appointees are members of the Academic Senate. (See Regents' Standing Order 105.1(a).)
- c. An appointee to this series may be assigned to teach courses at any level.
- d. Since appointment to a title in this series does not imply the responsibility of engaging in research, an appointee will be assigned a heavier instructional load than that of an appointee in the regular professorial series.
- e. An appointee with a title in this series is not eligible to apply for sabbatical leave. ([APM - 740](#))
- f. An appointee with a title in this series is eligible for leave with pay ([APM - 758](#)) or without pay ([APM - 759](#)), when the Chancellor determines that the leave is in the interest of the University. The Chancellor may approve a leave of absence with pay for twelve months or less.

**285-24 Authority to Approve Appointments, Reappointments, and Promotions**

For a general outline, see [APM - 220-24](#) and local campus implementing procedures.

**285-80 Review Procedures**

The Chancellor, in consultation with the Committee on Academic Personnel, may develop local review procedures for the Lecturer with Security of Employment series. Campus procedures for review and advancement shall be modeled on the general pattern of the review process for members of the professorial series. See [APM - 220-80, and 220-82 through 220-85](#).

285-95 **Letters of Invitation and Notification**

See [APM - 220-95](#) for model language. The term “security of employment” shall be substituted for the term “tenure.”