

## **General University Policy Regarding Academic Appointees: APM - 135: Security of Employment**

### **135-0 Policy**

- a. 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' Bylaw 40](#)).
- b. Security of employment may be granted only in conjunction with the Associate Professor of Teaching or Professor of Teaching titles on an appointment of more than fifty percent (50%) time.
- c. The eight-year limitation of service for an Assistant Professor of Teaching 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 Assistant Professor of Teaching, Associate Professor of Teaching, or Professor of Teaching 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 Professor of Teaching series is [APM - 285](#).

### **Revision History**

October 28, 2025:

- Technical revisions to reflect the change of title of Lecturer With Security of Employment to Professor of Teaching per APM - 285.

GENERAL UNIVERSITY POLICY REGARDING  
ACADEMIC APPOINTEES  
Security of Employment

APM - 135

October 1, 2018:

- Substantive revisions to support revisions made to APM - 285.

For details on prior revisions, please visit the [policy issuance web page](#).