

May 19, 2015

**MAUREEN STANTON**

Vice Provost for Academic Affairs  
Academic Affairs Office

**RE: Proposed new APM-UCD 285: Lecturer-Security of Employment (LSOE) Policy**

The revised UCD APM 285: Lecturer-Security of Employment (LSOE) policy was forwarded to all standing committees of the Davis Division of the Academic Senate, including school and college Faculty Executive Committees. Responses were received from the Committee on Affirmative Action and Diversity (AA&D), and the Committee on Academic Personnel-Oversight Subcommittee (CAP). The following summarizes responses received:

Overall, CAP agreed with the revised policy with the exception of minor grammatical changes. However, AA&D had more significant concerns regarding the policy.

CAP has pointed out that section 285-10 Criteria needs the following revisions:

- I. Paragraph 4 – “Materials submitted in support of an appointment or advancement action shall **should** provide a comprehensive assessment of the candidate's qualifications and performance in the areas specified below:”
- C. University and Public Service, Section 3 – “Community (**regional, state, national, international**) service based upon professional expertise.” There are extra spaces in between the items listed in the parenthesis.

AA&D is concerned that the language regarding part time Lecturers SOE is vague and potentially subject to abuse, given that such lecturers are designated as non-Senate. It was recognized that the designation was inherited from the systemwide APM, but several related questions arose.

The first being whether there are currently any part-time Lecturers SOE on campus? Additionally, under what circumstances might a part-time appointment be appropriate? Finally, are there protections against involuntarily reduction in percentage of time for Lecturers PSOE?

In conclusion, there are some areas that require minor revisions while there are also concerns that may require further evaluation before moving forward.

Sincerely,



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Davis Division of the Academic Senate  
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