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MAUREEN STANTON  
Vice Provost for Academic Affairs  
Academic Affairs Office


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,

André Knoesen, Chair  
Davis Division of the Academic Senate  
Professor: Electrical and Computer Engineering