

May 1, 2019

LECTURER SOE SERIES APPOINTEES
CHAIR LAU, ACADEMIC SENATE
DEANS
DEPARTMENT AND PROGRAM CHAIRS

Re: Campus Implementation of Revised APM-285, Lecturers With Security of Employment Series (and Related Policies).

Dear Colleagues:

I write to give you an update on the progress of our campus rollout of revised APM-285 and other policies related to the Lecturer with Security of Employment (aka Teaching Professor) title series. These policies were issued in October 2018 for implementation by July 1, 2019. Information about the policy changes can be found at [UCOP Academic Personnel and Programs](#).

Activities completed to date:

- ✓ A campus senate-administration workgroup, including three LSOE appointees, was convened to discuss the changes and provide recommendations to the CP/EVC and the Academic Personnel Office.
- ✓ Comprehensive [Implementation Guidelines](#) based on the workgroup recommendations have been created and published.
- ✓ A transparent and equitable mapping process to transition current LSOE appointees to the correct rank and step on the new scale structure, including senate review and an appeal process has been established.
- ✓ Sabbatical credit balances for LSOE appointees based on a retrospective review of the time since hire at UC have been calculated and will be released to divisions.
- ✓ Salary scales incorporating the rank and step system and discipline-specific scales have been published (see pages 13-16 of the [current salary scales](#)).

Activities still to come this spring:

- Complete the rank and step mapping process described in the [Implementation Guidelines](#).
- APO will present an overview of changes at the annual [Academic Personnel Department Chair Luncheon](#) on May 2.
- Informational sessions for LSOE appointees are scheduled for May 6 and May 7. For this and other opportunities, see [APO Workshops & Training](#).
- In their annual memo, the CP/EVC and CAP Chair will issue guidance for evaluating LSOE advancement files using the revised APM criteria and the Special Salary Practice.
- Conforming revisions to CAPM 514.285 will be released for campus review by the end of the academic year, for implementation as soon as campus review is complete.

The transition will result in some changes in review eligibility for the 2019-20 cycle. Most notably, individuals mapped to LSOE (Associate Teaching Professor) steps 1-3 will have a normative time at

step of two years, rather than three. Accommodations will be made to delay the materials deadline for those who find out after the mapping process that they are on the Call for 2019-20.

Please direct any questions to Ibukun Bloom, Academic Personnel Office (ijbloom@ucsc.edu).

Sincerely,

A handwritten signature in black ink that reads "Grace McClintock". The signature is written in a cursive, flowing style.

Grace McClintock
Assistant Vice Provost
Academic Personnel

cc: Chancellor Blumenthal
Vice Provost Lee
Campus Provost Tromp
Academic Senate Office
Department and Program Managers
Divisional Academic Personnel Coordinators