

Date: February 8, 2022

To: Academic Department Chairs and Deans (via SBCHR-L)  
AP Department Business Officers and Staff (via SBADM-L)

From: Dana Mastro  
Associate Vice Chancellor for Academic Personnel

Re: Unit 18 (Lecturer and Supervisor of Teacher Education) new contractual requirements

As previously announced, the University and the American Federation of Teachers (AFT), after two and a half years of bargaining, have reached agreement on a new contract covering Lecturers and Supervisors of Teacher Education. Systemwide training for campus central offices was given by UCOP Labor Relations and just concluded on February 2, 2022.

The new contract introduces significant changes to the management of Pre-Six appointments that will directly impact departments. Major changes include:

- A move to academic year-based appointments, increases, and reviews as opposed to those based on quarters of service
- Longer term appointments of one, two, or three years, which require a new approach to curriculum planning as well as new processes for modifying appointments when necessary
- The elimination of mentoring meetings
- Required assessment at the end of the first year of appointment
- A Pre-Six “teaching effectiveness” review in year three
- New deadlines for issuing appointment letters
- A requirement for appointees to formally express interest in reappointment and priority reappointment for internal candidates

Two training sessions will be held for departmental staff which will provide a detailed overview of these changes and address the transition to the new processes which will occur over the next five months, in anticipation of appointments for the 2022-23 academic year. It is essential that your staff participate in one of these training sessions.

**In addition, due to the significance of the changes to Pre-Six appointments and the direct impact on departments, an informational session will also be held for Department Chairs on **Thursday, Feb 17 from 4-5pm**. This session will provide an overview of the major changes that will affect department practices as well as provide an opportunity for questions and discussion with EVC David Marshall, AP staff and me. You are encouraged to participate in this session and we are asking that you RSVP at the link below. Please note: this training is intended only for Department Chairs. RSVP here:**

<https://forms.gle/oH7D8EBw8ciB44Se6>

**Questions?** Contact June Betancourt at [june.betancourt@ucsb.edu](mailto:june.betancourt@ucsb.edu)