

June 13, 2022

To: Senate Faculty
Academic Department Chairs and Deans
AP Department Business Officers and Staff

From: Dana Mastro
Associate Vice Chancellor
for Academic Personnel

Re: Lecturer with Security of Employment (LSOE) series update

In October 2018, new APM policies were issued pertaining to the Lecturer with Security of Employment (LSOE) series. Now that these policies have been fully implemented on our campus, I am writing to provide a brief status report addressing the more pronounced changes stemming from this transition.

First, the compensation model was changed to mirror that of the professorial model. As a result, all of our LSOEs were transitioned to a new scale which retained the faculty member's rank and designated a step based on past advancement history at that rank. This included a process of review by the Deans, CAP, and the AVC, and incorporated an opportunity for appeal. This process was completed in July 2019.

Next, the criteria for evaluation were adjusted to more clearly delineate the areas of review as: (1) teaching, (2) professional and/or scholarly achievement and activity, and (3) university and public service. This change on our campus was purely structural, as it introduced no new requirements or expectations to the activities that were already recognized at UCSB. Instead, this revision merely folded scholarly activities, such as research, into the newly labeled 2nd category. It *did not* introduce research as a new requirement for the LSOE series, it simply specifies that research constitutes one form of professional accomplishment that can be recognized, if relevant. As always, teaching remains the principal category of review for the series. A new bio-bib [template](#) which reflects these criteria is available on the AP website. As a part of this transition, LSOE faculty were afforded a 3 year period to determine whether they would remain under the old criteria for evaluation or transition to the new criteria. This transition concluded in April 2022, with all LSOE faculty electing to be reviewed under the 'new' criteria.

Third, although not a formal designation, faculty appointed to the LSOE series may use the working title of "Teaching Professor" including: Assistant Teaching Professor, Associate Teaching Professor, and Teaching Professor, corresponding to the appropriate rank.

Last, it is now the case that years served in a Unit 18 Lecturer title no longer count toward the eight-year tenure clock limit for LPSOE service.

Certainly, other changes were introduced; however, these reflect the most consequential for the evaluation and daily practice of our LSOE faculty. I hope this offers a useful update and clarification regarding these highly valued members of our faculty.