

**LECTURER SECURITY OF EMPLOYMENT SERIES**

(Revised 4/19)

Security of Employment

Security of Employment is not a reward for length of service but is based upon appraised and recognized merit. It cannot be conferred on an appointee unless there is an appropriately budgeted provision for the appointment. An individual may first be appointed as Lecturer with Potential Security of Employment. This may be viewed as a "security of employment-track" position, in the same way that an Assistant Professor position is a "tenure-track" position. Appointments in this series must be at greater than 50%. Lecturers with Potential Security of Employment and Lecturers or Senior Lecturers with Security of Employment are members of the Academic Senate when appointed at 100%.

Working Title

Appointees in the SOE series may use the working titles of Assistant Teaching Professor, Associate Teaching Professor, or Teaching Professor as appropriate to the rank within the SOE scale.

Implementation of October 1, 2018 APM changes to review criteria

Appointees to the SOE series with a hire date into the series of July 1, 2019 or earlier will continue to be evaluated under the criteria set forth in APM policy effective September 1, 2018. The transition to the October 1, 2018, criteria will take place as follows.

- In April 2019, all SOE series appointees will be asked to elect to be evaluated by the new criteria, the old criteria, or to delay their decision by one year. Individuals being reviewed for advancement effective July 1, 2020 will be reviewed based on the criteria selected.
- In April 2020, and April 2021, all SOE series appointees who have not yet transitioned to the new criteria will be asked to elect to be evaluated by the new criteria, the old criteria, or to delay their decision by one year.
- In April 2022, any SOE series appointees who remain under the old criteria will be transitioned to the new criteria, for reviews effective July 1, 2023. A campus process for exceptions to this deadline (permanent grandfathering) will be established prior to April 2022.
- The decision to move to the new criteria is irrevocable.
- Use of either the old or new criteria may not in and of itself be used as the basis for reconsideration of a final advancement decision.

APM and Red Binder policies in place effective September 1, 2018 will remain available via the Academic Personnel web site at <https://ap.ucsb.edu/resources.for.department.analysts/lecturer.SOE.series.transition/> until April 2022. For SOE appointees who elect to permanently grandfather, the criteria will be incorporated into the individual memorandum of understanding established at that time.