Academic Personnel Contacts

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Non-represented Titles
Non-represented Titles

- Academic Coordinator
- Adjunct Professor
- Visiting Professor
- Continuing Education Specialist
- Guest Lecturer
- Recall Faculty
Policies and Procedures

• Open Search required for all academic positions (RB VII-1)
• Process for appointment paperwork
  - Departmental letter
  - UCSB biography form and CV (for initial appointment)
  - Teaching evaluations (for reappointment, as applicable)
  - Publications, if appropriate
  - Search information
• Temporary appointments with specific end dates
• AY basis (9/9 or 9/12), except for FY Academic Coordinators
• Can earn additional compensation if 9/12
Policies and Procedures, cont’d

- Benefits based on appointment % and length
- Most academic titles (incl student titles) are exempt, paid MO
  - Unless salary + % time puts them below FLSA threshold
- If title held in conjunction with other titles?
  - Usually academic title establishes pay schedule (MO vs BW)
  - Coordinate with other employment department(s)
- Layoff and Reduction in Time : APM 137-30, RB IX-30
- Grievance Procedures: APM 140, RB IX-25
Academic Coordinators: Definition

- Administer Academic Programs and provide service that is closely related to the teaching and/or research mission of the University to:
  - Academic Departments
  - Research Units
  - Students
  - General Public
- RB V-1, APM 375
Academic Coordinators: General information

• Primarily administrative with academic background/knowledge
• May teach occasional non-credit seminars or workshops
• Rank (I-III) dependent on program scope
• Step dependent on qualifications and merit
• Job description required
• Can be non-exempt if salary is under the FLSA threshold
• FY appointees earn vacation and sick leave
• AY appointees only earn sick leave
Criteria for Appointment to Academic Coordinator Titles

<table>
<thead>
<tr>
<th>Criteria/Level</th>
<th>I</th>
<th>II</th>
<th>III</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Program complexity: size and/or scope of the program in the Academic Coordinator’s charge</td>
<td>Minimal complexity:</td>
<td>Moderate complexity:</td>
<td>Substantial complexity:</td>
</tr>
<tr>
<td></td>
<td>Specialized program with small staff OR single program serving single constituency</td>
<td>Multidisciplinary program with a moderately-sized staff OR single program serving multiple constituencies</td>
<td>Single, highly specialized academic unit with a large staff OR collection of programs serving multiple constituencies</td>
</tr>
<tr>
<td>2. Degree of independence and reporting relationships</td>
<td>General supervision by a department chair, faculty member, or other academic or professional staff member</td>
<td>Independent coordination, generally reporting to a department chair, assistant/associate dean, or equivalent positions</td>
<td>Independent directorship, generally reporting to a dean or vice chancellor</td>
</tr>
<tr>
<td>3. Budgetary activities (degree of involvement in either generating or coordinating funds, or both)</td>
<td>Limited involvement</td>
<td>Moderate involvement</td>
<td>Extensive involvement</td>
</tr>
<tr>
<td>4. Degree of professional accomplishment and/or scholarly contributions needed to discharge responsibilities</td>
<td>Primarily program administration AND professional accomplishment AND scholarly contributions if a stated requirement of the position</td>
<td>Program administration AND professional accomplishment AND scholarly contributions if a stated requirement of the position</td>
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</tr>
<tr>
<td>5. Impact on campus mission</td>
<td>Campus</td>
<td>Regional</td>
<td>State and national</td>
</tr>
</tbody>
</table>
AC Appointment & Advancement

- Term of appointment: Normally one year, up to 3 years at a time
- All actions done in AP Folio
- Merit every 2-3 years. Cannot be deferred! Based on:
  - Coordination of Program
  - Professional Competence
  - University and public service
- Promotion:
  - significant change in the scope and complexity of the program administered
- Modification of current appointment (Change percent time or duration)
- RB V-2 (checklist)
## Academic Coordinator Approval Authority

<table>
<thead>
<tr>
<th>Action</th>
<th>Authority</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Appointments</td>
<td>AVC</td>
</tr>
<tr>
<td>Reappointments</td>
<td>Dean/AVC</td>
</tr>
<tr>
<td>Merits</td>
<td>Dean/AVC</td>
</tr>
<tr>
<td>Promotions</td>
<td>AVC</td>
</tr>
</tbody>
</table>
Adjunct Professor

- Predominantly engaged in research and participates in teaching
  OR
- Contributes to teaching and has limited responsibility for research or other creative work
- If WOS: main affiliation elsewhere
- Terms of appointment:
  - Assistant level: 8 yr limit if >= 50% time
  - Associate and Full: no limit, but each appointment has end date
- RB V-17, APM 280
Adjunct Professor Appointment Criteria

• Paid appointments: open search required
• Appointment criteria:
  - Mainly research based, but regularly teaches at least 1 course/year, or:
  - Mainly teaching: must justify why a lecturer title is not appropriate
• Participates and evaluated in four areas (emphasis adjusted accordingly):
  - Teaching
  - Research
  - Professional Activity
  - Service
Adjunct Appointment Terms (Paid)

- Use rank and step of Professorial series:
  - Assistant Adjunct Prof II-V
  - Associate Adjunct Prof I-IV
  - Adjunct Prof I-IX

- At least half of appointment must be funded extramurally

- Appointments at 50% or more “count” if later employed in ladder series and are treated as ladder equivalent for policy and procedure:
  - APM-025 reporting
  - Merit/promotion reviews
Adjunct Appointment/Reappointment Misc

- WOS or paid < 50% initial appointment:
  - On Paper to Dean’s Office
  - CV
  - UCSB biography form
  - Dept recommendation letter

- WOS or paid < 50% reappointment:
  - On Paper to Dean’s Office
  - CV (up-to-date)
  - Dept recommendation letter

- Paid appointments at 50% time or more that exceed one year: same as ladder rank faculty, i.e. done via AP Folio
## Adjunct Approval Authority

<table>
<thead>
<tr>
<th>Action</th>
<th>Authority</th>
</tr>
</thead>
<tbody>
<tr>
<td>&gt; 50% for &gt;= 1 year</td>
<td>Same as ladder rank faculty (RB I-14)</td>
</tr>
<tr>
<td>Exceptions to State funding limits</td>
<td>Chancellor</td>
</tr>
<tr>
<td>&lt; 50% or &lt; 1 year:</td>
<td></td>
</tr>
<tr>
<td>Assistant appt, reappt, merits</td>
<td>Dean</td>
</tr>
<tr>
<td>Associate/Full reappt, merits</td>
<td>Dean</td>
</tr>
<tr>
<td>Associate/Full appt, promotions</td>
<td>AVC</td>
</tr>
<tr>
<td>Exceptions to State Funding limits</td>
<td>AVC</td>
</tr>
</tbody>
</table>
Visiting Professor

- Has held, is on leave from, or retired from an Academic or Research position at another educational institution, or whose research, creative activity or professional achievement makes the appointment appropriate
- Uses ranks of Professorial series (Assistant, Associate, Full), salary is negotiated but can not be below minimum for rank; in part based on home institution salary
- RB II-28, APM 230
Visiting Appointment Criteria and Terms

- Participates in four areas (emphasis adjusted accordingly):
  - Teaching
  - Research
  - Professional Activity
  - Service
- Exempt from open recruitment requirements IF true visitor
  - Special programs require open search (e.g. Math/Stats VAP)
- Service counts if later appointed in ladder series
- Two-year consecutive maximum
- Appointments and reappointments done on paper
## Visiting Professor Approval Authority

<table>
<thead>
<tr>
<th>Action</th>
<th>Authority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appointment up to 6 consecutive quarters</td>
<td>Dean</td>
</tr>
<tr>
<td>Reappointment beyond 6(^{th}) quarter</td>
<td>AVC</td>
</tr>
</tbody>
</table>

If appointee has no prior comparable academic appointment?

<table>
<thead>
<tr>
<th>Action</th>
<th>Authority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initial Appointment</td>
<td>AVC (w/CAP review)</td>
</tr>
<tr>
<td>Reappointment up to 6 consecutive quarters</td>
<td>Dean</td>
</tr>
<tr>
<td>Reappointment beyond 6(^{th}) quarter</td>
<td>AVC</td>
</tr>
</tbody>
</table>
Continuing Educator

- Professional educators who serve the public by planning, coordinating, and implementing continuing education programs, classes, conferences, short courses, discussion groups, lectures and media programs
- Used in PaCE only
- Rank (I-III) depends on scope of program and level of independence
- Approval authority for all actions: AVC of Academic Programs
- Job Codes: salary scales table 31
- RB II-24, APM 340
Guest Lecturers / Short Term Teaching

• Not already a UC employee:
  - Service less than two weeks; not instructor of record
  - Paid honorarium through Form 5

• UC employee from other campuses:
  - Intercampus one-time payment form

• UCSB employee:
  - Check current status; check with AP on appropriate title to use
  - Make sure the payment is allowed

• Foreign guest lecturers:
  - Ensure proper visa status to allow payment

• RB II-31, VI-17
Recall Teaching Faculty

- Senate or non-Senate retirees recalled to teach
- Job code: 1700
- Use Recall form on AP website
- Appointment CANNOT exceed 43% time (total)!
- Rate computation:
  - Annual rate (salary @ retirement + subsequent range adjustments)
  - Negotiated amount to be paid (e.g. $10,000 flat rate)
  - % time calculated based on above two factors
- Approval Authority: Dean
- RB 1-70
Represented Titles
Represented Academic Titles

- Librarian
- Supervisor of Teacher Education
- Teacher-Special Programs
- Unit 18 Faculty
  - Pre-six Lecturer
  - Continuing Appointment Lecturer
Librarians

- Covered by MOU with AFT
- Fiscal year appointments; earn vacation and sick leave
- Subject to search requirements similar to non-represented academic titles
- All personnel actions done in the Library
- University Librarian series not covered by contract
- RB V-15, APM 360
Supervisor Teacher Education

- Used only in GGSE’s Teacher Education Program
- Job codes (from salary scale table 32)
  - Pre-six year: 2220
  - Continuing: 2221
- All policies and procedures the same as for Unit 18 Lecturers
Teacher-Special Programs

- Teaching non-regular classes to University or non-University students, usually on a by-agreement basis
- Job code 2460
- Does not count as a quarter of service
- Open search required if not already part of established teaching duties under a different title
- Appointment case approval authority: AVC
- RB II-18
Unit 18 Faculty

Pre-six Lecturers
Continuing Lecturers
Policies and Procedures

• Governed by Memorandum of Understanding (MOU). Red Binder is UCSB’s application of MOU (AFT)
• Appointments are department-specific
• Academic year basis (9/9 or 9/12)
  - One or two quarters- 9/9
  - Full year- 9/12
• Can earn additional compensation if 9/12
• Registered graduate students may not be appointed
• Grad Council approval required for graduate level courses
• Benefits based on appt-averaged percentage and/or 750 hours
• Layoff/RIT or grievances? Contact AP/Dean/Labor Relations
# Unit 18 Faculty Action Approval Authority

<table>
<thead>
<tr>
<th>Action</th>
<th>Authority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pre-Six Appointments/Reappointments</td>
<td>Dean</td>
</tr>
<tr>
<td>Excellence Review</td>
<td>AVC</td>
</tr>
<tr>
<td>Continuing Appointment subsequent merits</td>
<td>Dean</td>
</tr>
<tr>
<td>Promotion to Sr. Lecturer</td>
<td>AVC</td>
</tr>
<tr>
<td>Department Workload Statement</td>
<td>Dean (in conjunction with AP &amp; ELR)</td>
</tr>
</tbody>
</table>
## Unit 18 Job Codes

<table>
<thead>
<tr>
<th>Position</th>
<th>9/12</th>
<th>9/9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecturer (pre-six)</td>
<td>1630</td>
<td>1632</td>
</tr>
<tr>
<td>Pre-Six Supplemental Assignment</td>
<td>1648</td>
<td>1649</td>
</tr>
<tr>
<td>Continuing Appointment Lecturer</td>
<td>1631</td>
<td>1633</td>
</tr>
<tr>
<td>Continuing Appointment Senior Lecturer</td>
<td>1641</td>
<td>1643</td>
</tr>
<tr>
<td>Temporary Augmentation</td>
<td>1652</td>
<td>1653</td>
</tr>
</tbody>
</table>
Workload

- Percent time based on departmental workload standards
- IWC = Instructional Workload Credit
- 3.0 IWC = full time for one quarter
- Changes to workload statement must be vetted by the union and approved by the Dean
- Each department’s workload statement is posted publicly on AP website
Workload Examples

• A. Instructional Workload:
  - Regularly scheduled instructional offering requiring significant academic preparation outside class and meeting a minimum of three hours per week = 1.00

• B. Course Equivalencies:
  - Field Training Courses = 1.00
  - Offering with over 200 students enrolled = 1.25
  - Team teaching (two lecturers) = 0.67

• C. Other equivalencies:
  - Administration of placement exam = 0.25
  - Curriculum development = 0.50
Pre-Six Lecturers
Lecturer (years 1-6)

- aka pre-six, or Unit 18 faculty
- Full or shared responsibility for classes
- Evaluated on: demonstrated competence in the field, demonstrated ability in teaching, academic responsibility and other assigned duties that may include University co-curricular and community service
- RB II-1, II-6, II-12, MOU
Lecturer Appointments: Procedure

• Open recruitment required (RB VII-1, VII-5) for initial appt
• Appointment process/paperwork (RB II-12 checklist)
  - Departmental request (use form under Forms page on AP website)
  - UCSB biography form and CV (for initial appointment)
  - Teaching Assessment or Teaching Effectiveness Review
  - Be sure to include:
    • Search information (JPF # and year)
    • # of quarters of prior service in your dept (not including the current one)
    • Salary at last appointment in your dept
    • Info about other concurrent employment at UCSB or any other UC campus
Lecturer Appointments: Terms

- May be employed up to 18 quarters in the same department
- 1 year initial appointment, followed by 2-3 year reappointments
- Any percentage time counts as a quarter
- Can hold various appointments simultaneously
- Assessment/review prior to each reappointment
  - Increases at reappointment (1 salary point standard)
- Must be paid on scale (Table 15)
Lecturer Appointments: Considerations

- Multiple appointment considerations
- Appointment averaging required for 9/12, may also come into play for concurrent 9/9 assignment
- If employed 100% in another title, percentage should be reduced to accommodate lecturer appointment
- Monthly/Bi-weekly pay schedule - consult AP!
- Without salary appointments (Educator WOS, not Lecturer WOS!)
  - In conjunction with other paid appointment OR stand-alone (true volunteer)
  - Do NOT use Lecturer form- use free-form department memo!
  - CV, UCSB Bio, teaching evals still required
  - RB II-33
Lecturer Appointments: Post-Audit workflow

1. **Department** (prepares paperwork) → **College** approves appt
2. **AP** Post-audit actions
3. **AP Path**

- Approval memo
- Position # and any other info updates as applicable
Continuing Appointment Lecturers
Continuing Lecturer: Terms

- Eligible after 18 quarters of service
- No end date to appointment
- No search required at time of transition
- Excellence Review conducted to establish continuing status
- RB II-1, II-9, II-14, MOU
Excellence Review

- Takes place during 17th quarter (usually)
- Must be found “excellent” in teaching
- Two salary-point increase
- Criteria: demonstrated excellence in:
  - teaching
  - academic responsibility
  - other assigned duties
- Departmental review must be by committee, to include Unit 18 if at all possible
- Senate faculty vote and dept recommendation
Excellence Review, cont’d

- Completed in AP Folio
- Contact AP office first, to create case parcel!
- Documents to include:
  - Department Letter of Recommendation, *incl base FTE info*
  - Teaching self-assessment
  - ESCIs/written student comments
  - Letters of evaluation, external or internal
  - CV
  - Safeguard statement
  - Other materials the individual wishes to include
- RB II-14
Subsequent Merits & Promotions

• Eligible for merit review every three years
  - At least 2-point salary increase if excellent
  - Increases must be expressed in points on the scale

• Promotion to Senior Continuing Lecturer:
  - Eligibility Timing: minimum service/advancements as Cont. Lect. apply
  - Requires “Exceptional” performance
  - At least 3-point salary increase
Base FTE

- Annual workload request and approval (via Forms on AP site)
- Increase in base FTE
  - Temporary or permanent augmentation
    - If temporary: separate appointment (job code) in UCPath
    - If permanent: part of base FTE, subject to RIT limitations
      - Same temp augmentation for 3 consecutive years? Becomes permanent.
- Decrease in base FTE
  - Involuntary reduction in time or layoff
    - Notification requirements: contact AP, College, or Labor Relations
  - Voluntary reduction in time
    - Must be submitted in writing; dept not obligated to accept
    - Must meet dept needs and fit workload requirements
    - Work with College and notify AP
Other Payments

• Additional Compensation for those appointed 9/12
• Other types of payment
  - Flat Rate (e.g. FCA)
  - Summer Sessions
Reminders for Unit 18 Faculty Appts

- UNcheck the “end job automatically” box for pre-six appointments, especially if 9/12
- Pay attention and make note of any concurrent appointments (whether at UCSB or other UC) and fill out appropriate section
  - If from another UC campus- submit MLA form
- Timing of post-audit flow, esp between appointment approval and UCPath updates
  - Questions? Start with AP analyst
Teaching Titles Workshop

• Thursday, Feb 9, 2023 @ 1:30 - 3:30pm
• Will primarily focus on Unit 18 topics:
  - Pre-Six Appointments and Reappointment obligations
  - Pre-Six Assessments and Academic Reviews
  - Excellence Reviews
  - Senior Continuing Lecturer promotions and merits
  - Appointment Averaging refresher
• If you work with Unit 18 matters, please sign up!
  - Also encourage other staff in your unit that work with Unit 18, to register and attend
Questions?