TEACHING TITLES

January 13, 2021
Academic Personnel Contacts

- **Lia Cabello**, Sr. Analyst
  
  x 5979   lia.cabello@ucsb.edu
  
  Social Sciences, Education, Creative Studies, Humanities & Fine Arts, Academic Programs

- **Helly Kwee**, Sr. Analyst
  
  x 5428   helly.kwee@ucsb.edu
  
  Math, Life & Physical Sciences, Bren, Engineering, ORUs
Additional Campus Contacts

- Kathy Jenquin, Letters & Science (MLPS & Social Science)  
  x6138 kjenquin@ltsc.ucsb.edu

- Sendy Dang, Letters & Science (HFA)  
  x7598 sdeng@ltsc.ucsb.edu

- Mira Lazaro, College of Engineering  
  x3124 mira@engineering.ucsb.edu

- Lisa Romero, Benefits Office  
  x5163 lisa.romero@hr.ucsb.edu

- Lisa Phelps, Employee & Labor Relations  
  x7429 lisa.phelps@hr.ucsb.edu
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)
  - 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 (BELI)
- Most academic titles (incl student titles) are exempt, paid MO
- 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

• Not actually a *teaching* title!
• 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>
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<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>
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</thead>
<tbody>
<tr>
<td>New Appointments</td>
<td>AVC</td>
</tr>
<tr>
<td>Reappointments</td>
<td>Dean</td>
</tr>
<tr>
<td>Merits</td>
<td>Dean</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

- 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
<table>
<thead>
<tr>
<th>Action</th>
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</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
• 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>
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</tr>
</thead>
<tbody>
<tr>
<td>Appointment up to 6 consecutive quarters</td>
<td>Dean</td>
</tr>
<tr>
<td>Reappointment beyond 6&lt;sup&gt;th&lt;/sup&gt; 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&lt;sup&gt;th&lt;/sup&gt; 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
- Title Codes: salary scales table 31
- RB II-24, APM 340
Guest Lecturers / Short Term Teaching

• Not a payroll title (not paid through payroll system)
• If not already a UC employee:
  - Service less than two weeks; not instructor of record
  - Paid honorarium through Form 5
• If UC employee from other campuses:
  - Intercampus one-time payment form
• If 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!
- Rate computation:
  - Annual rate (salary @ retirement + subsequent range adjustments)
  - Negotiated amount to be paid (e.g. $10,000)
  - % time calculated based on above two factors
- Approval Authority: Dean
- RB I-70
Represented Teaching Titles
Represented Academic Titles

- Librarians
- Supervisor of Teacher Education
- Teacher-Special Programs
- Non-Senate Faculty:
  - Lecturer (Unit 18, pre-six)
  - 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 NSF 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
Non-Senate 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
## NSF Action Approval Authority

<table>
<thead>
<tr>
<th>Action</th>
<th>Authority</th>
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</thead>
<tbody>
<tr>
<td>Appointments (1 year or less)</td>
<td>Dean</td>
</tr>
<tr>
<td>Merit increases (years 1-6)</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 ELR)</td>
</tr>
</tbody>
</table>
## NSF Title Codes

<table>
<thead>
<tr>
<th></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>Senior Lecturer (pre-six)</td>
<td>1640</td>
<td>1642</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 Course
- 3.0 IWC = full time for one quarter
- No workload averaging across quarters. UC Path derives benefits eligibility based on appointment average.
- Changes to workload statement must be vetted by the union and approved by the Dean
  - Cannot start using new workload statement until fully approved
- Article 24 of MOU
Workload Examples (not exhaustive)

• 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 250 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, Unit 18, or temporary lecturers
- 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)
- 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 evaluations (for reappointment)
  - 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
Lecturer Appointments: Terms

- May be employed up to 18 quarters in the same department
- Appointments are for set period of time, with end dates.
- Any percentage time counts as a quarter; 0% (Educator WOS) and summer session do not count
- Can hold various appointments
- Assessment prior to each reappointment
- 9th quarter mentoring meeting
- No formal merit process
  - 10th quarter increase
  - Increases at reappointment (w/ justification and Dean’s approval)
- Lecturer vs Sr. Lecturer
- Must be paid on scale
Lecturer Appointments: Considerations

- Multiple appointment considerations
- If existing appointment as 9/12 lecturer, other appointment must be 9/12
- If employed 100% in another title, percentage should be reduced to accommodate lecturer appointment
- If employed at another UC, MLA form required
- 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)
2. **College** approves appt
3. **AP** Post-audit actions
4. **AP Path**

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

- Eligible after 18 quarters of service in the same department
- Indefinite end date (99/99/99)
- No search required at time of transition
- Excellence Review conducted to establish continuing status
- RB II-1, II-10, II-14, MOU
Excellence Review

- Takes place during 17th quarter (usually)
- Must be found “excellent” in teaching
- Two step increase plus movement to bottom of range if necessary
- Criteria:
  - demonstrated competence in the field
  - demonstrated ability in teaching
  - academic responsibility
  - other assigned duties
- Departmental review must be by committee, to include NSF if at all possible
- Review procedures similar to ladder faculty review
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*
  - ESCIs, plus one other source of teaching evaluation
  - 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 6% increase if excellent
  - Increases must be expressed in 3% increments

• Eligible for promotion if:
  - Demonstrated service of exceptional value to the University

• Documents to include:
  - Departmental recommendation letters
  - ESCIs, plus one other source of teaching evaluation
  - External letters of reference if promotion case
  - CV
  - Safeguard statement
  - Other materials the individual wishes to include
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 reduction in time limitations
    • If you don’t specify temp vs perm, it is assumed to be 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 Lecturer 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
Questions?