



CHAIR, ACADEMIC SENATE
RIVERSIDE DIVISION
UNIVERSITY OFFICE BUILDING, RM 225

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February 20, 2018

Shane White, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: Second Systemwide Review: Proposed Revised APM Sections: 285, 210-3, 133, 740, 135 and 235

Dear Shane,

The UC Riverside Division's Executive Council discussed these Proposed Revisions to the APM on February 12, 2018. Aside from restating and selectively highlighting the substance of the full committee responses attached to this memo, Council's discussion spent some time emphasizing the potential confusion that might result from the use of the "Teaching Professor" title, while articulating a pointed concern over the matter of how the overall number of LPSOEs and LSOEs will be determined for the UCR campus. The latter discussion pivoted on concern over the possibility that such positions could potentially be overused across the campus, possibly leading to a dilution of the University's identity as a research institution due to a diminishment of already scarce hiring resources for research faculty. Executive Council agreed that UCR must develop a plan that transparently outlines how this title is to be used, and some members offered that administrative attention to departmental hiring plans might help mitigate overuse or misuse of this title.

The UCR Division's Committee on Planning and Budget provides the most substantial feedback on the proposed revisions. While it is generally supportive of the revisions, it raises questions over the vagueness of merit and promotion criteria and the need to plan for covering courses when LSOE/LPSOE colleagues are on sabbatical. The Committee also encourages ongoing assessment of the balance of faculty members holding different titles on the campus, to sustain UCR's position as a research university. Aside from two requests for clarity regarding sabbaticals in residence and "changes of series," the committee also suggests that there be at least one LSOE included on CAP in order to facilitate discussions relevant to such positions.

The Committees on Academic Personnel chose not to offer substantial comments on the proposed revisions, while Graduate Council, the Executive Committees of the School of Public Policy and the Graduate School of Education, the Committee on Research, and the Committee on Committees support the revisions without significant additional feedback.

The Committee on Faculty Welfare supports the revisions, adding that the "Teaching Professor" title may unintentionally suggest that those holding other ladder-rank titles do not teach. It counsels care

in addressing how those outside the UCR campus might perceive the meaning of these titles. CHASS Executive Committee similarly supports the proposed changes, but adds that there must be sustained, consistent consultation over the campus's relative reliance on lecturers to fulfill its educational mission, as well as the evaluation of lecturers and their integration into the university's institutional culture (particularly, that they be treated with a sense of equality and collegiality among the larger faculty body).

The Committee on Diversity and Equal Opportunity adds a strong recommendation that language be included in APM 210-1-d that addresses candidates' contributions to the UC diversity mission.

I trust that our Division's feedback will be useful to the consideration of this matter.

Sincerely yours,



Dylan Rodríguez

Professor of Media & Cultural Studies and Chair of the Riverside Division

CC: Hilary Baxter, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office



COMMITTEE ON ACADEMIC PERSONNEL

January 10, 2018

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Vyjayanthi Chari, Chair
Committee on Academic Personnel

A handwritten signature in black ink, appearing to read "Vyjayanthi Chari".

Re: Proposed Revisions to APM - 285, 210-3, 133, 740 and 235

The Committee on Academic Personnel considered, but has no substantial comments to offer on the recommended title change and numerous editorial and organizational changes found in APM sections 285, 210-3, 133, 740 and 235.

Committee on Committees

January 19, 2018

To: Dylan Rodriguez, Chair
Riverside Division

From: Sarjeet Gill, Chair
Committee on Committees

Re: **Systemwide Review of Proposed Revisions to APM Sections 285, 210-3, 133, 740, 135 and 235 (Second Round)**

The Committee on Committees discussed the second systemwide review of proposed revisions to APM Sections 285, 210-3, 133, 740, 135 and 235 related to the Lecturer with Security of Employment faculty series. The Committee was in general support of the proposed revisions by a vote of +9-0-0. As this faculty series provides for a different function within departments and colleges, the Committee anticipates faculty in this series will serve on senate committees more appropriate to the service commitments for this academic rank.



COMMITTEE ON DIVERSITY & EQUAL OPPORTUNITY

February 2, 2018

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Suveen Mathaudhu, Chair 
Committee on Diversity & Equal Opportunity

Re: Second Systemwide Review: Proposed Revised APM Sections: 285, 210-3, 133, 740, 135 and 235

The committee considered the proposed APM changes to sections 285, 210-3, 133, 740, 135 and 235. Overall, the committee had no substantial comments to offer on the recommended title change and clarifications on the requirements for appointment and advancement. However, CoDEO strongly recommends that language be included in the review criteria that is consistent with APM 210-1-d regarding diversity contributions.



January 18, 2018

To: Dylan Rodriguez, Chair
Riverside Division

From: Amit Roy-Chowdhury, Chair
Committee on Research

RE: Systemwide Review: [APM Revision] Second Systemwide Review: Proposed
Revised APM Sections: 285, 210-3, 133,740,135, and 235

The Committee on Research reviewed the second systemwide review of APM sections 285, 210-3,133, 740, 135, and 235. The committee supports the proposed changes.



COMMITTEE ON FACULTY WELFARE

January 16, 2018

To: Dylan Rodriguez
Riverside Division Academic Senate

From: Daniel Jeske, Chair
Committee on Faculty Welfare

A handwritten signature in black ink, appearing to read "Daniel Jeske", written over a horizontal line.

Re: Proposed Revisions to APM Sections 285, 210-3, 133, 740, 135 and 235

The Faculty Welfare Committee (FWC) met on 1/11/2018 to discuss document dated December 19, 2017 and entitled, "Systemwide Review: Second Round: Proposed Revisions to APM Sections: 285, 210-3, 133, 740, 135 and 235." In sum, FWC has no substantial comments to offer on the recommended title change or the numerous editorial and organizational changes found in APM sections 285, 210-3, 133, 740 and 235. FWC does note, however, that titles that include "Teaching Professor" can inadvertently imply the ladder-rank titles exclude teaching. As the use of "Teaching Professor" type titles appear to be up to the individual campuses, FWC recommends that careful thought be given to how communities outside of UCR might perceive them.



Graduate Council

January 18, 2018

To: Dylan Rodriguez, Chair
Riverside Division

From: Christiane Weirauch, Chair
Graduate Council

A handwritten signature in black ink that reads "Christiane Weirauch".

Re: [Systemwide Review] APM Revision: Second Systemwide Review: Proposed
Revised APM Sections: 285, 210-3, 133, 740, 135 and 235

The Graduate Council reviewed the proposed revisions to APM sections 285, 210-3, 133, 740, 135, and 235 at their January 18, 2018 meeting. The committee had no concerns and approved the revisions.

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EXECUTIVE COMMITTEE:
COLLEGE OF HUMANITIES, ARTS, AND SOCIAL SCIENCES

RIVERSIDE, CALIFORNIA 92521-0132

January 29, 2018

TO: Dylan Rodriguez, Chair
Academic Senate

FROM: Kate Sweeny, Chair
CHASS Executive Committee

RE: Second Systemwide Review of Proposed Revised Academic Personnel Manual (APM)

The CHASS Executive Committee discussed the APM Revision-Proposed Revised-285, 210-3, 133, 740, 135, and 235 at the regular meeting on January 17, 2018. The committee is supportive of the changes in this revision and has no concerns at this time. However, the committee expressed a strong desire for continued conversation and consultation regarding the engagement of lecturers on this campus, including the extent to which reliance on lecturers (that is, faculty in what may be called the SOE series) is beneficial or harmful to the educational goals of the university, how lecturers are evaluated, and how lecturers are integrated into the culture of the university in ways that promote a sense of equality among all faculty.

Kate Sweeny, Chair

CHASS Executive Committee



January 18, 2018

TO: Dylan Rodriguez, Chair
UCR Academic Senate

FROM: Jan Blacher, Chair
GSOE Executive Committee

SUBJ: Changes in Academic Personal Manual re Requirements for Security of Employment Series and Other

The Executive Committee of the Graduate School of Education (GSOE) met to discuss the [final] version of changes in the Academic Personal Manual regarding requirements for Lecturer with Security of Employment Series and related issues. We have reviewed an earlier version of this document and provided comment. The consensus continues to be that these clarifications of the title, academic expectations and evaluation of the SOE series are extremely helpful, especially as that series is in use in the GSOE.

Thank you for the opportunity to comment.

TO: Dylan Rodriguez, Chair
Riverside Division

FR: Kurt Schwabe, Chair 
Executive Committee, School of Public Policy

RE: APM Revision: *Second Systemwide Review: Proposed Revised APM Sections:*
285, 210-3, 133, 740, 135 and 235

Date: January 24, 2018

The Executive Committee of the School of Public Policy has nothing additional to add to the revisions at this point.



PLANNING & BUDGET

February 6, 2018

To: Dylan Rodriguez, Chair
Riverside Division

From: Christian Shelton, Chair 
Committee on Planning and Budget

RE: [Systemwide Review] APM Revision: Second Systemwide Review: Proposed
Revised APM Sections: 285, 210-3, 133, 740, 135 and 235

The Committee on Planning and Budget (P&B) reviewed the proposed changes to the APM with regard to LSOE and LPSOE titles. P&B felt the changes were generally favorable, particularly because they improve clarity, particularly in making the titles and steps in line with other Senate appointments. If adopted, these changes would need to be accompanied by careful consideration of the differing MOUs, histories, experiences, and current duties of the LSOEs and LPSOEs currently at UCR.

The criteria for merit and promotion are still vague in areas. The exact mix between teaching, professional and/or creative activities, and service is not spelled out. However, P&B found this to be consistent with the equivalent sections for Professorial series. The committee expects "The Call" to have more details.

P&B was pleased to see that sabbatical credits would be extended to LSOE and LPSOE Senate titles. This should allow them the necessary respite from teaching to keep abreast of advances in their fields and renew their professional and/or creative activities. The committee would note that Deans, chairs, and other administrators would need to plan for covering the teaching needs while members of the SOE series are on sabbatical.

The committee acknowledged concerns that increased numbers of LSOEs might change the culture and direction of the campus. However, this proposal does not change this possibility. Balances between all types of faculty (professorial, clinical, teaching, and others) and non-faculty lecturers

must be continually sought. P&B felt that clarification of the status, promotion criteria, titles, and rights of SOE faculty would be of benefit when the campus decides to attract, hire, evaluate, or retain such faculty.

P&B would also advocate for established membership of at least one LSOE on CAP. This would help inform CAP on SOE series Senate members. The committee recognizes that this would not be feasible unless there were sufficient LSOEs on campus.

The committee would like the document to be clearer on two points:

1. For sabbaticals in residence (APM 740-8,b), the required teaching for SOE series titles is ill-specified. For the Professorial series, it is listed as one class per term, with language that allows flexibility. This sets a normative teaching load for sabbaticals in residence while still admitting changes due to circumstances. By contrast, the corresponding sentence for the SOE series states that the teaching load should be a "reduced load based on overall teaching workload." While the committee understands that non-sabbatical teaching loads will vary (perhaps more than for the Professorial series), some type of normative language would be helpful, whether in terms of the number of courses or a percentage of a normal load.

2. For "changes of series" (APM 285-9,b), the language is relatively clear for tenured appointments. For Assistant Professors and LPSOEs, it is less clear. In particular, can such appointees in one series apply for and be hired in the other series (before a "tenure decision")? The text appears to be silent on the issue, other than to say that an Assistant Professor whose appointment has not been continued may not be appointed on any campus for five years in the SOE series. Further, it is not clear if the reverse (a change from LPSOE to Assistant Professor) is allowed if an LPSOE's appointment is not renewed.