

UNTIL JUNE 30, 2023, REVIEW CRITERIA IN THIS POLICY (UCD APM 285 10) SHALL ONLY APPLY TO INDIVIDUALS WHO WERE BOTH APPOINTED IN THE LECTURER WITH SECURITY OF EMPLOYMENT SERIES PRIOR TO OCTOBER 1, 2018 AND ELECTED TO BE EVALUATED UNDER THIS CRITERIA.

**UC Davis Academic Personnel Manual
Appointment and Promotion
Section UCD-285, Lecturer with Security of Employment Series
Date: 7/1/2015
Responsible Department: Academic Affairs
Source Document: APM 285**

285 10 Criteria

I. Criteria Applying to All Appointments and Advancements

All titles within the series require advanced expertise in an academic discipline and either the potential for excellence in teaching, or demonstrated excellence in teaching, within that discipline. Excellence in communication and instructional skill is required at all levels. Appointment at all levels requires extensive expertise within the discipline for the purposes of achieving highly effective teaching. Clearly demonstrated evidence of excellent teaching and pedagogical innovation are essential criteria for appointment to a position with security of employment, advancement in the series, and promotion.

See APM 210 – Appendix B for criteria that are intended to serve as “guides for minimum standards” for teaching excellence by which to evaluate Lecturer with Security of Employment and Senior Lecturer with Security of Employment candidates. Reviewers should consult that policy section carefully for examples and criteria, while also considering the following indicators of excellence: innovation and leadership in Teaching and Learning, Professional Achievement and Activities, and University and Public Service.

Materials submitted in support of an advancement action should provide a comprehensive assessment of the candidate's qualifications and performance in the areas specified below:

A. Teaching and Learning

The teaching workload of a full-time Lecturer SOE (referring to all titles in the series, i.e., LPSOE, LSOE, SLSOE, and SLPSOE) is normally greater than that of a full-time faculty member in the professorial ranks (APM 285-20.d.). The workload of a full time Lecturer SOE, including teaching, other pedagogical and professional activities, and service should be approximately equivalent to the total workload in teaching, research, and service typically carried by a full-time faculty member in the professorial ranks. Departmental recommendations for advancement should compare the teaching load of the candidate to those of the candidate's departmental counterparts in the professorial series.

Lecturers with Security of Employment are expected to maintain a continuous and current command of their disciplinary subjects while demonstrating the ability to foster an inclusive and stimulating learning environment in which students gain knowledge of the subject and develop their ability to apply critical thinking, evidence, creativity, and problem-solving to advance the subject area.

Further evidence of excellence and scholarly creativity in teaching may include one or more of the following:

1. Pedagogical or curricular innovation, including: the development of new instructional materials such as audio-visual units, online course materials; major curricular revisions; introduction of innovative teaching techniques; development of online or hybrid courses.

2. Use of longitudinal measurements to demonstrate impacts of the candidate's teaching on students' learning outcomes, including their gains in mastery of course content, changes in attitude towards content, improvement in critical thinking, or development of stronger communication skills.
3. Demonstration of reflective practice, including the informed use of data to monitor and assess student learning. Descriptions of these efforts should include the reasoning for adopting specific teaching approaches, how feedback from students was solicited and used, and the rationale for instituting changes in teaching.
4. Peer review of teaching by faculty, including evaluation of classroom and online materials. See UCD APM 220 for additional information on peer review of teaching.

See APM 210 – Appendix B for additional examples of judging the effectiveness of a candidate's teaching.

B. Professional Achievement and Activities

Appointment and advancement to higher levels within the Lecturer with Security of Employment Series require evidence of professional growth in disciplinary teaching and learning. Evidence for such growth may include some or all of the following professional contributions and attainments:

1. Research and publication on pedagogy, including the writing and substantial updating of published textbooks, and leadership in writing or reviewing proposals for funding from internal and/or external sources that are focused on pedagogy.
2. Research and publication in the candidate's subject-matter discipline. When describing such work, department chairs should give special attention to how this work has enhanced the candidate's teaching.
3. Activity in professional organizations or in other settings that demonstrates the candidate's excellence or leadership in teaching and that contributes to his or her teaching effectiveness at UC Davis.

C. University and Public Service

Evidence of university and public service may involve some or all of the following contributions:

1. Service (with dates and responsibilities identified) in departmental, college, Academic Senate and administrative capacities. Evaluation of the quality of service and contributions made in these areas is expected.
2. Academic leadership within the University. A Lecturer SOE or Senior Lecturer SOE who serves as department or program chair is entitled to the same recognition accorded ladder-rank faculty who serve in this role (see APM 245-11). Academic leadership in other roles should be recognized similarly, especially when such leadership provides evidence of innovative professional contributions. Examples of such accomplishments include leadership in reforming curricula, the development of innovative advising programs, or creation of new programs establishing links to public schools.
3. Community (regional, state, national, international) service based upon professional expertise.
4. Contributions to student welfare on the UC Davis campus or UC system-wide.

5. Professionally based outreach to other educational entities such as K-12 schools, museums, clubs, etc.
6. Communication to the public based on professional expertise.

References and Related Policies:

APM 285 – Appendix A: Lecturer with Security of Employment Series
APM 210 – Appendix B: Review and Appraisal Committees
APM UCD 220: Academic Senate Review and Advancement
APM 133: Limitations on Total Period of Service with Certain Academic Titles

Criteria for LSOE appointments prior to 10/1/2018