

APM Expectations for LSOE Advancement

April 6, 2021



A Recapitulation of the LSOE Series

- The Lecturer with Security of Employment series is used for appointees whose **primary** responsibilities are teaching and teaching-related tasks. **Secondary** required responsibilities include professional and/or scholarly activities, including creative activities, especially as they relate to instruction and pedagogy, and University and public service.
- On the UC Davis campus, we use the working title: **Professor of Teaching X** (just as we also use Professor of Clinical X for faculty in the health sciences).

Guidance from APM 210

APM 210-3c: “Superior intellectual attainment, as evidenced *particularly* in excellent teaching and ***secondarily*** in professional and/or scholarly achievement and activity, is an indispensable qualification for appointment or promotion to security of employment. This standard for appointees in the Lecturer with Security of Employment series is necessary for maintaining the quality of the University as an institution dedicated to education. A review committee must further evaluate whether the candidate has a record of excellence in teaching ***while engaging in a program of professional and/or scholarly or creative activity that is appropriate for this series.***”

[emphasis added]

Guidance from APM 210

APM 210-3.d(2): “Clearly demonstrated evidence of *professional and/or scholarly achievement and activity, including creative activity*, is one of the criteria for appointment or advancement. ***Professional and/or scholarly activities may be related to the underlying discipline itself or to the pedagogy.*** Such activities should provide evidence of **achievement, leadership, and/or influence on the campus or beyond**. Certain administrative work (e.g., of learning centers and teaching programs) and community outreach work are also relevant, as would be presentations of seminars or lectures at other institutions or professional societies, or participation in scholarly activities (e.g., summer seminars) designed to enhance scholarly expertise in relevant fields. ***Other records of participation in intensive programs of study - in order to be a more effective teacher and scholar, with the goal of enhancing one’s teaching and scholarly responsibilities - are also relevant evidence of professional and/or scholarly activity.***

Guidance from APM 210

Creative activities count as relevant professional and/or scholarly activities in appropriate disciplines. In certain fields, such as art, architecture, dance, music, literature, and drama, an accomplished creation should receive consideration as an example of professional and/or scholarly achievement and activity. In evaluating creative activities, an attempt should be made to define the candidate's merit in light of such criteria as originality, scope, richness, and depth of creative expression.

Guidance from APM 210

The following are broadly defined, non-exclusive examples of evidence that may be presented:

- (a) Documentation of the development of or contributions to:
 - (i). Original materials designed to improve learning outcomes;
 - (ii). Evidence-based design and evaluation of educational curricula or pedagogy;
 - (iii). Administration and evaluation of a teaching program or a learning center;
 - (iv). Systematic quality improvement programs and evaluation of their implementation;
 - (v). Discipline-specific information systems;
 - (vi) Development and evaluation of community outreach or community-oriented programs.
- (b) First, senior, or collaborative authorship of scholarly or professional publication;
- (c) Accomplished performance, including conducting and directing;
- (d) Accomplished artistic or literary creation, including exhibits;
- (e) Accepted invitations to present seminars or lectures at other institutions or before professional societies.

Guidance from APM 210

- Initial appointment to the **Lecturer with Potential for Security of Employment** title requires evidence or promise of productive and creative contributions to professional and/or scholarly activity ***that would support excellent teaching.***
- Appointment or promotion to the **Lecturer with Security of Employment** title requires evidence of ***sustained professional and/or scholarly achievement and activity and a profile of excellent teaching.***
- Appointment or promotion to the **Senior Lecturer with Security of Employment** title requires evidence of consistent and sustained professional and/or scholarly achievement and activity ***and a profile of excellent teaching that have made the candidate a leader in the professional field and/or in education.***

APM 285

A candidate for appointment, reappointment, merit increase, or promotion in this series shall be evaluated by the following three criteria ***with teaching excellence being more highly weighted than the other two:***

- (1) Teaching excellence: The demonstration and maintenance of teaching excellence is the primary criterion for the series.
- (2) Professional and/or scholarly achievement and activity, including creative activity.
- (3) University and public service.

MIV Enhancement

Note what APM 210 says about this series with respect to their evaluative criterion of “professional and/or scholarly achievement and activity”:

Other records of participation in intensive programs of study - in order to be a more effective teacher and scholar, with the goal of enhancing one’s teaching and scholarly responsibilities - are also relevant evidence of professional and/or scholarly activity.

A new section of MIV specifically for LSOEs to enter activities related to this criterion is coming soon.

Question for Professors of Teaching

- How can Academic Affairs better inform voting faculty about expectations in scholarly/creative activities for promotions from LPSOE -> LSOE and from LSOE -> SLSOE?
- Please tell us what is going on with respect to how COVID-19 is affecting you? What message do you want us to send to the deans?
- Please look at the following model letter that Academic Affairs provides departments for promotions in your series. How can we improve upon it (note: you can email me suggestions as well)?

Model format for letters soliciting extramural evaluations for promotion to Lecturer SOE or Senior Lecturer SOE (next three slides).

Dr. _____ is being considered for promotion from _____ to _____ at the University of California, Davis.

Promotion to _____ in the University of California system requires demonstration of "superior intellectual attainment" in both teaching and mentorship [add rest of sentence for promotion to Senior Lecturer SOE:] and evaluation of the candidate's professional activity and University and public service.

Lecturers with Security of Employment are expected to function as scholars of teaching and learning. The criteria for promotion are superior intellectual attainment, as evidence particularly in excellent teaching and secondarily in professional and/or scholarly achievement and activity (including creative activity), especially as they relate to the underlying discipline itself or to the pedagogy, as well as University and public service. For promotion to Senior Lecturer with Security of Employment, there is an expectation of educational leadership to the public or profession recognized beyond the campus. Security of Employment refers to continuous employment and is analogous to tenure.

I am writing to you as an authority in the field to request your assistance in our review of this promotion. We would appreciate your candid evaluation of Dr. _____'s scholarly contributions with particular reference to their originality and significance [add rest of sentence for promotion to Full Professor:] and the extent to which they satisfy the requirement for "superior intellectual attainment." We would also appreciate your comments on [his, her] standing within [his, her] discipline and any other information you consider relevant. It would be particularly helpful to us if you would compare [him, her] with others in [his, her] field who are at this stage in their careers. For your convenience, I am enclosing copies of Dr. _____'s curriculum vitae and [his, her] selected publications.

Creative achievement" may be substituted for or added to "research" whenever appropriate.]

Other Clarifications

- Peer evaluation of teaching is required when promoting between ranks and is conducted by internal colleagues that are assigned by the department chair.
- Extramural letters are required for promotion, and may not be from internal colleagues. After reviewing several promotions over the past few review cycles, we confirmed letter writers were external and the majority of them hold the professor title. We did find a few who hold the professor of teaching title.
 - There is a pending request for Senate consultation about changing the letter requirements for the LSOE series in order to ensure consistency in the application of peer review standards for all Academic Senate faculty, and not treat one title differently with respect to independent review standards.