

# Making Sense of the LSOE Series

Department Chair Bag Lunch

May 8, 2019

# Change has come ...

- APM 210 and 285 were updated effective October 1, 2018 to reflect the revised criteria for evaluation in this series.
- Faculty hired on or after October 1, 2018 *must* be evaluated under the revised criteria of the current APM 285.
- Faculty hired prior to October 1, 2018 had to elect whether they wanted to be evaluated under the previous criteria (found in the Appendix of APM 285) until June 30, 2023, or be evaluated under the revised criteria of APM 285. The election forms were due to the dean's office by April 1, 2019.
- Elections are final, and not revocable. Faculty who did not submit an election form by the deadline will automatically be evaluated under the revised APM 285 criteria.

# Change has come ...

- Academic Affairs will provide confirmation to the deans' offices regarding the criteria their LSOE faculty will be evaluated on.
- The applicable criteria, previous or revised, must be identified in merit and promotion dossiers through June 30, 2023!

# Change has come ...

- After consultation with the Academic Senate, the Chancellor and Provost have approved our campus to establish and utilize the following working titles for current and future appointees in the LSOE series:
  - Lecturer with Potential for Security of Employment = Assistant Professor of Teaching (\_\_\_)
  - Lecturer with Security of Employment = Associate Professor of Teaching (\_\_\_)
  - Senior Lecturer with Security of Employment = Professor of Teaching (\_\_\_)
    - For example, a Lecturer with Security of Employment in the Department of Evolution & Ecology will use the working title of Associate Professor of Teaching Evolution & Ecology

# Changes in the APM

- Reflected in two sections:
  - APM 210
    - Note: current APM 210 contains an **Appendix B** that contains the previous version of APM 210 – this Appendix will expire on June 30, 2023.
  - APM 285
    - Note: current APM 285 contains an **Appendix A** that contains the previous version of APM 285 – this Appendix will expire on June 30, 2023.

# APM 210

- APM 210-3(c)
  - Previous version: Comprehensive
  - Revised version: Broad but minimal language
- APM 210-3(d)
  - Previous version: *None*
  - Revised version: Comprehensive

# APM 285

- APM 285
  - Previous version: 285-9 - *None*
  - Previous version: 285-10 – Criteria
- APM 285
  - Revised version: 285-9 – Criteria
  - Revised version: 285-10 - *None*

# APM UCD 285

Until June 30, 2023, review criteria in this policy (APM UCD 285-20) shall only apply to individuals who were both appointed in the LPSOE/LSOE/SLSOE series *prior* to October 1, 2018 and elected to be evaluated under this criteria.

There is no plan to update APM UCD 285 to reflect the revised version of APM 285.



# “Previous” Criteria for Advancement

APM 285-10: “A candidate for appointment, merit increase, or promotion in this series shall be judged by achievements in the following areas:

- Teaching
- Professional achievement and activity
- University and public service”

# “Previous” Criteria for Advancement

## What is “Professional achievement and activity?”

- APM 210-3c: “A demonstrated distinction in the special competencies appropriate to teaching the particular subject is one of the criteria for appointment or promotion. The candidate’s professional activities should be scrutinized for evidence of achievement and leadership. Intellectual leadership must be documented by materials demonstrating that the candidate has, through publication (either in traditional forms or in electronic format), creative accomplishments, or other professional activity, made outstanding and recognized contributions to the development of his or her special field and/or of pedagogy.”

# “Previous” Criteria for Advancement

## APM UCD 285

### 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.

# “Previous” Criteria for Advancement

## APM UCD 285

### Professional Achievement and Activities

- 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.

# “Previous” Criteria for Advancement

The LPSOE/LSOE Chair’s Guide from 2017 contained important guidance about advancement under the “previous” criteria:

“Although LPSOEs are expected to build significant expertise in the scholarship of teaching and learning, our campus does not require peer-reviewed publications in pedagogy for promotion from LPSOE to LSOE.”

# “Previous” Criteria for Advancement

## Promotion from LPSOE to LSOE:

- Superior intellectual attainment in teaching and learning, e.g., through pedagogical innovation, assessment of learning outcomes and/or enhanced student engagement in learning
- Demonstrated scholarly creative activity, which may include research in the underlying discipline. Per APM 210-3(2), “Intellectual leadership must be demonstrated by materials demonstrating that the candidate has, through publication (either in traditional forms or in electronic format), creative accomplishments, or other professional activity, made outstanding and recognized contributions to the development of his or her special field and/or of pedagogy.”

# “Previous” Criteria for Advancement

## Promotion from LPSOE to LSOE:

“For promotion to the LSOE rank at UC Davis, it is **not** an expectation that LPSOE faculty members will produce *peer-reviewed* scholarly publications describing their work on evidence-driven teaching innovation, although doing so would provide clear evidence of achievement in pedagogy.

We do recommend that LPSOE faculty members actively communicate findings from their investigations within their department and college/school, so that insights from their work can inform and provide the basis for feedback from other UC Davis faculty members. In addition, LPSOE faculty members should attend conferences related to teaching and pedagogy, bring back ideas, and become part of the professional university learning community.”

# “Previous” Criteria for Advancement

## Promotion from LSOE to Senior LSOE:

- Promotion from LSOE to SLSOE is based on more stringent criteria (again, please refer to APM UCD 285 for details). Briefly, expectations include:
- An extensive record of outstanding university teaching
- Superior intellectual attainment and innovation in teaching and learning
- Continued professional growth as an educational leader on campus and within the national professional community of university instructors
- Demonstrated national recognition for scholarly creative activities associated with teaching and learning.
- Educational services of great value to the campus, profession, and/or public



# “Revised” Criteria for Advancement

- **APM 285-9: “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.”

# “Revised” Criteria for Advancement

## **What is “Professional and/or scholarly achievement and activity?”**

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 articles 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.

# “Revised” Criteria for Advancement

## **What is “Professional and/or scholarly achievement and activity?”**

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.

# “Revised” Criteria for Advancement

**What is “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.

# “Revised” Criteria for Advancement

## **What is “Professional and/or scholarly achievement and activity?”**

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.

# Discussion

