

Date: December 7, 2015

To: Deans and Department Chairs

From: Ameae Walker, Vice Provost for Academic Personnel



Cc: Paul D'Anieri, Provost and Executive Vice Chancellor
Jose Wudka, Academic Senate Chair
Cherysa Cortez, Academic Senate, Executive Director
Academic Personnel Directors

Re: Use of a Working Title for Lecturer with Security of Employment Series
Senior Lecturer/Lecturer with Potential for Security of Employment (PSOE)
Senior Lecturer/Lecturer with Security of Employment (SOE)

The Council of Vice Provosts for Academic Personnel has had a sub-committee working for the past year on a proposal to change the title of the Lecturer with Security of Employment series ([APM 285](#)). Their findings were last discussed at the meeting on September 2, 2015. While there was still some disagreement about the replacement title, and I cannot guarantee what the final outcome will be, the majority seemed to be in favor of Professor of Teaching, [specialty] e.g. Professor of Teaching, English/Chemistry.

This was generally preferred over the simpler Teaching Professor since this title implied that those in the regular series did not teach. While all this is being settled, the systemwide Vice Provost for Academic Personnel has made it clear that we may use a working title to promote recruitment into this series and also to make the nature of the position clearer to outside reviewers when they are writing letters of recommendation.

Therefore, the Office of Academic Personnel is allowing the use of “Assistant/Associate Professor of teaching, specialty (PSOE/SOE)” in advertisements and solicitations for extramural letters and it is acceptable for an appointee to use the title without the parentheses on correspondence etc. However, until the change is made systemwide, it is imperative that

1. the candidate/appointee be made aware that the title may change (I can guarantee it will be better than PSOE/SOE);
2. all who deal with appointments, payroll, grievances etc. know this is a working title and that the entry into systems databases will still require knowledge of formal status. Internally we should use “Assistant Professor of Teaching, English (PSOE)” or Associate Professor of Teaching, English (SOE) to make this clear.

For questions or more information, you may send an email to vpap@ucr.edu or academicpersonnel@ucr.edu.