



# Chairs 201-3 2018-19

**Reviewing Interdisciplinary Files  
and a Professor of Teaching Update**

# Academic Freedom

- **Encyclopedia Britannica:** the freedom of teachers and students to teach, study, and pursue knowledge and research without unreasonable interference or restriction from law, institutional regulations, or public pressure.
- **AAUP:** Academic freedom is the indispensable requisite for unfettered teaching and research in institutions of higher education. As the academic community's core policy document states, "institutions of higher education are conducted for the common good and not to further the interest of either the individual teacher or the institution as a whole. The common good depends upon the free search for truth and its free exposition" (1940 [Statement of Principles on Academic Freedom and Tenure](#), which has been endorsed by more than 240 national scholarly and educational associations).



# Scenario for Discussion

- Associate Professor Walker is at step IV in the Biomedical Sciences Division in the School of Medicine. She has published a best selling novel and thinks this should be sufficient for promotion to Full.
- What do you think and how would you evaluate?

Expertise to evaluate – where to find? Extramural letters?

Goals of the department/school versus academic freedom. When and where should this be discussed?

What if it was a popular sciences book such as *Guns, Germs and Steel* by Jared Diamond? What if science fiction?

Importance of knowing where your faculty “are” before being confronted with such a file/situation

Transfer of FTE? What if teaching excellent within Biomed and they want to keep?

# Scenario for Discussion

- Professor Jones is at Step IX in Chemistry and has won a Pulitzer prize for a novel and now has put a file forward for advancement to above scale.
- Does anything change for this scenario?

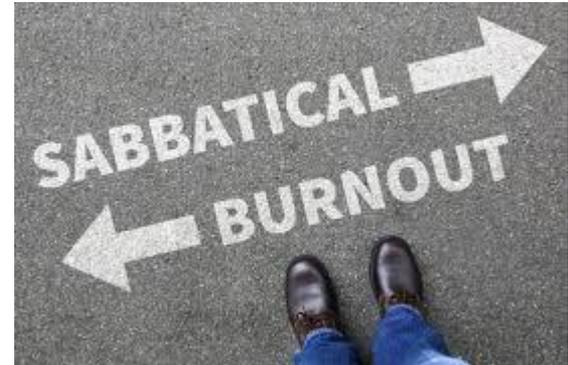


# Scenario for Discussion

- Assistant professor Chen is in Engineering and wants to “count” a reportedly acclaimed book of poetry, published in Chinese, towards his tenure.
- Does this change the picture?

# Hot off the Press

(effective 10/1/18)



- Sabbatical. The revisions to APM - 740 offer sabbatical to LSOE faculty so that they may engage in intensive programs of study in order to be more effective teachers and scholars, with the goal of enhancing their teaching and scholarly responsibilities. The UCOP Academic Personnel and Programs Office has developed guidelines to assist campuses in determining the starting sabbatical credit balance that should be assigned to those faculty currently in the LSOE series.
- Years as unit 18 lecturer do not count towards time limit before review for SOE

# Hot off the Press

- Criteria. New language on "teaching excellence" has been added to the review criteria to update the language on teaching expectations and to add specific criteria for review. In addition, revised language on "professional and/or scholarly achievement and activity" offers more specificity in the activities that would fit into this category. "Creative activities" are now acknowledged as appropriate contributions.

# Compensation and Salary Scales

- UCOP Academic Personnel and Programs has developed revised salary scales for the LSOE series based on the same salary scales as the Professor series and operating under several principles: 1) the steps and advancement periods for the LSOE series will be the same as those for the Professor series, including the Business/Engineering/Economics, Law, Veterinary Medicine, and Health Sciences scales; 2) salaries for incumbents in the LSOE series will not be reduced in the transition to the revised scales; and 3) **campuses will transfer incumbents to the rank/step system based on years of experience and the appointment criteria set forth in the revised policies with input from the Academic Senate** (i.e., the Committee on Academic Personnel or an ad hoc committee for this purpose).

# Hot off the Press -implementation

- Campuses have until July 1, 2019 to implement the revised policies, including adoption of a new rank and step structure with attendant discipline-based salary scales. UCOP Academic Personnel and Programs has developed a detailed implementation toolkit that has been issued in conjunction with the revised policies. A guiding implementation principle is that all faculty currently in LSOE titles should be subject to all aspects of the revised policies, with a **delayed implementation of the revised review criteria for LSOE faculty appointed prior to October 1, 2018.**

# Hot off the Press -implementation

- LSOE faculty appointed prior to October 1, 2018 will continue to be evaluated under the review criteria set forth in policies in effect on September 30, 2018. **By the earlier of a date specified by the campus or June 30, 2023, these individuals are expected to transition to the October 1, 2018 revised criteria.** This will provide sufficient time to develop the teaching excellence and professional and/or scholarly achievement and activity, including creative activities, required for advancement under the revised criteria. **Individuals who prefer to be evaluated under the revised criteria prior to the date specified by the campus should contact their campus Academic Personnel Office. After the date specified by the campus, which shall not be later than June 30, 2023, individuals who wish to continue to be evaluated under the criteria in effect on September 30, 2018, may seek an exception to policy through their campus Academic Personnel Office.**

# Approved by PT faculty advisory committee and CAP

Proposal RE implementation of the required placement of PT faculty onto regular rank and step ladder.

- For Associate and above,
- assume promotion or hiring was to Associate I
- add a step for however many merits since (2 for accelerations)
- consider unusually high quantity of scholarly activity for an additional step
- ensure that O/S places them at the mean for rank and step for discipline derived from March 2018 data.
- For Assistant professors
- Placement based on number of courses taught for which the candidate has been entirely responsible (not TAd). Maybe as graduate student and/or at prior institution(s). Six or fewer starts you at step I. Each additional 12 gains you a step (i.e. equiv to normal merit every 2 years). If a merit was denied, there would be no step increase for those 12 taught.
- Consider unusually high quantity of scholarly activity for an additional step
- ensure that O/S places them at the mean for rank and step for discipline derived from March 2018 data.

# To MOU or not to MOU

- One MOU at hire (or reflective of hire/current situation) that goes in the file (not every year).  
With recognition of teaching release within the file as per other faculty.
- An opt in acknowledgement for the transition to new criteria period – a form that says

As of the date of signing (i.e. this year)

By June 30<sup>th</sup> 2023