

Office of the President

TO THE MEMBERS OF THE GOVERNANCE AND COMPENSATION COMMITTEE:

**ACTION ITEM**

*For Meeting of July 18, 2018*

**TECHNICAL AMENDMENTS OF STANDING ORDER 105.1, ORGANIZATION OF THE ACADEMIC SENATE, AND BYLAW 40.3, SPECIAL PROVISIONS CONCERNING FACULTY; AND RESCISSION OF STANDING ORDER 103.10, SECURITY OF EMPLOYMENT, CONCERNING SENATE MEMBERSHIP FOR LECTURERS WITH POTENTIAL FOR SECURITY OF EMPLOYMENT AND LECTURERS AND SENIOR LECTURERS WITH SECURITY OF EMPLOYMENT**

**EXECUTIVE SUMMARY**

The organization of the Academic Senate is governed by Standing Order 105.1: Organization of the Academic Senate. Proposed revisions to Academic Personnel Manual (APM) Section 285, Lecturer with Security of Employment Series (APM – 285), change the definition of Academic Senate membership for Lecturers with Security of Employment to include the following titles, at any appointment percentage: Lecturer with Potential for Security of Employment, Lecturer with Security of Employment, Acting Lecturer with Security of Employment, Senior Lecturer with Security of Employment, and Acting Senior Lecturer with Security of Employment. The Academic Senate reviewed the proposal and is supportive of the proposed changes, which extend Senate membership to part-time appointees in the Lecturer with Security of Employment Series. As a result, a technical amendment to Standing Order 105.1 is necessary to remove the existing “full-time” requirement for Academic Senate membership for the Lecturer with Security of Employment Series, to add the use of the acting prefix, as well as to remove the title of “Senior Lecturer with Potential for Security of Employment.” In addition, this necessitates the removal of the title “Senior Lecturer with Potential for Security of Employment” from Bylaw 40.3: Special Provisions Concerning Faculty. Lastly, in order to eliminate redundancy and potential ambiguity, Standing Order 103.10 should be rescinded in its entirety as the language in Standing Order 103.10: Security of Employment has been incorporated into Bylaw 40.

### **RECOMMENDATION**

The President of the University recommends that the Governance and Compensation Committee recommend that the Regents, following service of appropriate notice:

1. Amend Standing Order 105.1: Organization of the Academic Senate, as shown in Attachment 1.
2. Amend Bylaw 40.3: Special Provisions Concerning Faculty, as shown in Attachment 2.
3. Rescind Standing Order 103.10: Security of Employment in its entirety as shown in Attachment 3.

### **BACKGROUND**

Lecturer titles that have or lead to security of employment are faculty positions designed to meet the long-term instructional needs of the University that cannot be best fulfilled by an appointee in the professorial series. The Lecturer with Security of Employment (LSOE) Series is used for appointees whose primary responsibility is teaching and teaching-related tasks and secondarily professional and/or scholarly activities, including creative activities, especially as they relate to instruction and pedagogy. The faculty in the LSOE Series also have responsibility for University and public service. Lecturers with Potential for Security of Employment (LPSOE) are on track toward security of employment in a manner similar to that of Assistant Professors who are on track to tenure. Per Bylaw 40.3: Special Provisions Concerning Faculty, security of employment includes the provision that an appointment with security of employment shall not be terminated except for good cause after the opportunity for a hearing before the properly constituted advisory committee of the Academic Senate.

At present, per Standing Order 105.1: Organization of the Academic Senate, only full-time appointees in the LSOE Series are members of the Academic Senate; part-time LSOE lack Academic Senate status and are governed by the non-Senate academic policies. Part-time LPSOE are members of the non-Senate instructional bargaining unit. The current requirement of Standing Order 105.1 for a full-time appointment to maintain Senate membership discourages and limits the ability of faculty in the LSOE Series to temporarily reduce their appointment for work-life reasons, such as childbirth, childrearing, personal illness, or caring for an ill family member. Similarly, some faculty in the LSOE Series serve or wish to serve in valuable University leadership capacities that require a percentage reduction in their LSOE appointment. The proposed change will bring the LSOE faculty in line with all other members of the Academic Senate, in recognition that the percentage of appointment may occasionally be less than full-time.

To address these concerns and to ensure that campuses have a range of well-defined faculty title series to meet the University's missions of research, teaching, and service, a comprehensive review of the Lecturer with Security of Employment policy series began in 2014. An Academic Affairs/Academic Personnel Vice Provost LSOE Subcommittee was convened and charged with

identifying major areas of the LSOE policy requiring revision. The major areas identified by the Subcommittee included title and privileges, Senate membership, eligibility for sabbatical leave, salary scale, normative time to advancement, academic and workload expectations, and guidelines for the process of evaluating appointments and promotions. The Subcommittee's report, submitted in January 2015, recommended that the policies be revised to more accurately reflect the requirements for advancement in the title series making hiring, evaluation, and promotion practices more consistent across the University.

In the fall of 2015, a new LSOE Senate-Administration Work Group began reviewing the issues identified by the Subcommittee and developed recommendations for each of the issues in a February 2016 report to the Vice Provost of Academic Personnel and Programs. Subsequently, an Academic Personnel LSOE Work Group was charged with drafting policy revisions reflecting the concepts and principles identified by the Vice Provost LSOE Subcommittee and the LSOE Senate-Administration Work Group. The Academic Personnel LSOE Work Group submitted its report and proposed draft policy revisions to the Vice Provost in June 2016.

Between October 2016 and May 2018, the draft policy revisions underwent extensive systemwide review by various key stakeholders. The revised policies were distributed for management consultation review from October 2016 to December 2016; a first systemwide review from March 2017 to June 2017; and a second systemwide review from December 2017 to March 2018. In addition, the Academic Senate was consulted throughout the entire revision process culminating with an Academic Council Work Group reviewing the policies from March 2018 to May 2018. The Academic Council provided its final support for the proposed policy revisions in May 2018.

The revisions to APM - 285, supported by the Academic Council and established in the two systemwide reviews, propose a change to the definition of Academic Senate membership for Lecturers with Security of Employment. Revised APM - 285 removes the "full-time" requirement for Academic Senate status for faculty in the LSOE Series, allows for the use of the acting prefix, and removes the "Senior Lecturer with Potential for Security of Employment" title from the APM policy. As a result, a technical amendment to Standing Order 105.1, as described in Attachment 1, is required to reflect the new Academic Senate membership definition for faculty in the LSOE Series. Once Standing Order 105.1 is amended as described in Attachment 1, the revised APM - 285 will be officially issued by the Provost and Executive Vice President.

As of the Corporate Payroll System October 2017 Snapshot, 307 individuals were appointed in the LSOE titles across the University. Currently, there are no individuals with part-time appointments in LSOE titles. There are currently two individuals appointed in the Senior LPSOE title who will be transitioned into the Acting Senior LSOE title. Consequently, these changes will not directly affect any individuals in the title series.

Adoption of the recommended action to amend Standing Order 105.1 to extend Academic Senate membership to all appointees in the LSOE Series regardless of their percentage appointment affords these faculty members with the recognition and privileges included in the APM revisions.

The adoption of the amendment to Standing Order 105.1 also necessitates amendment of Bylaw 40.3 to remove the title of “Senior Lecturer with Potential for Security of Employment” from subsection (d). In addition, in order to eliminate redundancy and potential ambiguity, Standing Order 103.10 should be rescinded in its entirety as language has been incorporated into Bylaw 40.

Key to Acronyms

APM	Academic Personnel Manual
LPSOE	Lecturer with Potential for Security of Employment
LSOE	Lecturer with Security of Employment

Attachments:

**Attachment 1: Proposed amendments to Standing Order 105.1: Organization of the Academic Senate**

**Attachment 2: Proposed amendments to Bylaw 40.3: Special Provisions Concerning Faculty**

**Attachment 3: Proposed rescission of Standing Order 103.10: Security of Employment**