May 17, 2017

Professor Susan Cochran
Chair, UCLA Academic Senate

Re: Faculty Welfare Committee’s Responses to System wide Review of Proposed APM 285, 210-3,133 and 740

Dear Professor Cochran,

The Faculty Welfare Committee reviewed the proposal to create a new “Teaching Professor Series” which will replace the current “Lecture with Security of Employment series (LSOEs)” and would like to offer the following comments. Goal of this proposal is to ensure that campuses have “a range of well-defined faculty title series to meet UC’s missions of research, teaching, and service”. Currently, faculty on the LSOE series have many teaching and scholarly responsibilities. They also hold all rights as an Academic Senate Member, which mean they will serve on committees and vote within departments. However, current policy does not clearly define the responsibilities and advancement procedures for LSOE faculty. The proposed changes will align the LSOE series with the professorial series and clearly define differences in the responsibilities and promotion criteria. Another goal is to make hiring, evaluation, and promotion practices more consistent across the UC system while clarifying privileges such as Senate membership, sabbatical leave, and salary scales.

Undoubtedly, there is a growing group of faculty members with primarily teaching responsibilities and scholarly activities who would fit the new Teaching Professor Series. Currently, the LSOE faculty group is small with 274 are listed in the UC system with only 8 at UCLA. It would be prudent to clearly define and regulate this track early in its evolution.

There are several concerns related to this proposal:

1. **Promotion standards and academic productivity expectations** should be clearly defined by individual departments. Faculty in the new Teaching Professor Series should be held to the same standards of scholarly activity, so that the new title does not degenerate into an escape path for faculty that are not able to achieve tenure in the traditional series.

2. **Compensation and Salary Scale**: According to the memo, “should the policy provisions be approved, Academic Personnel and Programs, in consultation with the Senate and administration will coordinate development of new salary scales for the proposed series”. “Current LSOE salaries will not be reduced”; however, we are concerned that the new hires might start at lower levels. In addition, as current LSOEs will be mapped to the new scale system, they may experience stagnant salaries or slower salary increases.
compared to the professorial series. Another concern is that departments might choose to hire a larger number of this second tier faculty members who will receive lower compensation while carrying disproportionately heavy workloads. To maintain equity, salary scales should be the same.

3. **Quota:** According to the proposed policy, the Chancellor with the Senate may establish a quota on how many departments may hire. Currently departments hire LSOEs at their discretion. If the new salary scale will incentivize hiring of more teaching faculty at a lower cost, this provision would be important to keep a balance within the individual departments. However, if a uniform scale is applied, the number of faculty hired in this new series would self-regulate.

Thank you for the opportunity to comment and we look forward to participating in the next steps.

Sincerely,

Areti Tillou  
Chair, Committee on Faculty Welfare

cc: Members of the Committee on Faculty Welfare  
Linda Mohr, CAO, Academic Senate  
Annie Speights, Committee Analyst, Committee on Faculty Welfare