May 19, 2017

Susan D. Cochran, Ph.D.
Chair, UCLA Academic Senate
Box 951408, 3125 Murphy Hall
Los Angeles, CA 90095-1408

RE: Proposed revisions to APM concerning Lecturer with Security of Employment Series

Dear Professor Cochran,

On May 11, the Faculty Executive Committee of the Graduate School of Education & Information Studies discussed the proposed revisions to the APM related to the Lecturer with Security of Employment (LSOE) series and the proposed Teaching Professor series. We appreciate the opportunity to provide feedback on this proposal. There was a range of viewpoints expressed by FEC members, with support expressed for some aspects of the revisions, and questions and concerns expressed regarding others.

In support of the proposed revisions, some FEC members highlighted the importance of recognizing and valuing the multiple ways in which members of the academic community are contributing to the university’s mission. In particular, there was a sentiment that the proposed “Teaching Professor” is a more appropriate—and clearer—title than LSOE, and would be an important mechanism for recognizing faculty who are particularly strong in teaching and who may study teaching and pedagogy. The proposed revisions were also thought to both acknowledge and encourage the kind of teaching that is needed in undergraduate education, particularly at a time of growing enrollments.

However, some important concerns were raised by FEC members. One is a question about how faculty in these titles will be evaluated. There was a question about whether the criteria for Professional and Scholarly Achievement and Activity might be too restrictive, and whether the criteria even characterize the faculty who currently hold the LSOE title. There was also a concern that schools and departments might use this as a way of compensating for budget shortfalls in order to manage teaching demands, and thus raised questions about what the quotas might be. Given that UCLA currently has very few faculty in the LSOE series—and none in GSEIS—even a low quota (i.e., 5 or 10%) could result in an increase in the number of FTE allocated to this series. FEC members felt that the university should carefully consider the consequences to departments—and to individual faculty—of potentially greater usage of the renamed and revised LSOE series.
The GSEIS FEC appreciates the opportunity to weigh in on this matter.

Sincerely,

[Signature]

Linda J. Sax
Chair, GSEIS Faculty Executive Committee