



1156 HIGH STREET  
SANTA CRUZ, CALIFORNIA 95064

Office of the Academic Senate  
SANTA CRUZ DIVISION  
125 CLARK KERR HALL  
(831) 459 - 2086

March 20, 2024

JAMES STEINTRAGER  
Chair, Academic Council

**Re: Systemwide Review Proposed Revisions to APM - 285, Lecturer with Security of Employment Series**

Dear James,

The Santa Cruz Division of the Academic Senate has completed its review of the proposed revisions to APM - 285, Lecturer with Security of Employment Series, including a change of title from Lecturers with Security of Employment to Professors of Teaching and the removal of Appendix A. Our Committees on Academic Personnel (CAP) and Career Advising (CCA) have responded. Overall, the UC Santa Cruz Senate believes that the proposed name change is a positive step for professional equity. In their responses, our committees also outlined some concerns related to naming conventions, research, and security of employment.

Both CCA and CAP relayed a preference for the title "Teaching Professor" over "Professor of Teaching." CCA believes the title "Teaching Professor" to be a more apt descriptor and characterization of this series. In contrast, "Professor of Teaching" implies that the individual is a scholar of teaching and, though this may be the case, it limits those who also hold research interests and expertise in their disciplinary areas such as physics, chemistry, anthropology, sociology, mathematics, rhetoric, and applied linguistics, to name just a few of the disciplines represented by our campus's Teaching Professor faculty. Similarly, CAP approves the proposed revisions to APM - 285 with the understanding that UC Santa Cruz may still have the option to use the title "Teaching Professor" instead of "Professor of Teaching."

Regarding the research of Teaching Professors/Professors of Teaching, CCA again highlighted the varied forms of research that such faculty might take on. In the proposed revisions to APM - 285, "Advancement to an Above-Scale rank" (p. 7) stipulates that the research criterion for such advancement is to attain "national or international recognition and broad acclaim reflective of [the work's] significant *impact on education within the discipline*" (emphasis added). CCA believes that this "acclaimed work," defined as purely pedagogical, limits and constrains one's academic freedom to pursue acclaimed work within the scholar's discipline that has no pedagogical orientation. In order to respect academic freedom, this criterion must be broadened to include the full range of *professorial* work.

Of course, Teaching Professors hold pedagogical expertise *in addition* to their disciplinary expertise. As such, CCA stressed that classrooms function as laboratory spaces in which pedagogical experimentation needs to take place in order to move praxis forward. As with any innovation, there will be missteps or student resistance to novel practices. That being the case, Teaching Professors or Professors of Teaching must not be penalized in personnel actions for materials that look distinct from traditional methods nor for SETS in which students complain.

Lastly, CCA argues that “security of employment” should be replaced with “tenure.” The revised version of APM - 285 still stipulates that “The term ‘security of employment’ shall be substituted for the term ‘tenure,’” but CCA sees this to be contrary to the spirit of the title name change. Terms such as “tenure,” like “sabbatical,” must also collocate with this series title in order for it to take on the full weight and significance of the proposed name change underpinnings. Additionally, any Teaching Professors who arrived on campus with “security of employment” had earned tenure at their prior institutions and to rob them of this distinction is demoralizing and dishonoring. The UC Santa Cruz Senate seeks clarity on why “tenure” must be substituted with “security of employment” for this series.

Thank you for this opportunity to review the proposed revisions to the policy. Our committees’ concerns are in the spirit of providing equitable working conditions for our valued faculty colleagues in this professorial series.

Sincerely,



Patty Gallagher, Chair  
Academic Senate, Santa Cruz Division

cc: Maureen Callanan, Co-Chair, Committee on Academic Personnel  
Susan Gillman, Co-Chair, Committee on Academic Personnel  
Kimberly Helmer, Chair, Committee on Career Advising  
Amanda Rysling, Chair, Committee on Courses of Instruction  
Gabriela Arredondo, Chair, Committee on Diversity, Equity, and Inclusion  
David Lee Cuthbert, Chair, Committee on Educational Policy  
Onuttom Narayan, Chair, Committee on Privilege and Tenure  
Elisabeth Cameron, Chair, Committee on Teaching  
Matthew Mednick, Executive Director, Academic Senate