

College of Natural and Agricultural Sciences
LPSOE Series

	A	B
1		LECTURER WITH POTENTIAL SECURITY OF EMPLOYMENT SERIES
2	Title Codes	LPSOE: 001680 (AY); Senior LPSOE: 001683 (AY)
3	Policy Reference	APM 285; UCR Guidelines
4	Academic Senate Membership	Part-time, no; Full-time, yes.
5	Titles/Levels	Lecturer with Potential Security of Employment (PSOE) and Senior Lecturer with Potential Security of Employment (PSOE)
6	Definition	Lecturer (PSOE) is assigned to individuals who engage in teaching, professional activities, and University and public service. Senior Lecturer (PSOE) may be assigned to a Lecturer whose salary is at the full professor level and whose services are of exceptional value to the campus.
7	Terms of Service	May serve full or part time. Each appointment and reappointment is limited to a maximum term of two years. Will normally coincide with the University's fiscal year of July 1 - June 30.
8	Duties	May be assigned to teach courses at any level and will be assigned a heavier instructional load than that of an appointee in the regular professorial series. Six courses/year (18 units/year) for full time.
9	Degree Requirement	PhD (registered student or candidate for a higher degree at UC is not eligible)
10	Criteria for Appointment	Appointment depends upon the achievements in the following areas: 1. Teaching 2. Professional achievement and activity. 3. University and public service.
11	P.I. Status	Full-time: yes. Part-time: with exception approved by VC for Research.
12	Advancement Criteria	Normal period of service is two years. May be reappointed without promotion or advancement. Subject to Quinquennial Reviews. Criteria: teaching; professional achievement and activity; and University and Public Service. Normal merit is a two-step increase on the salary scale.
13	Approval Authority	Dean
14	Salary Scale Range	See Table 10B
15	Off-Scale Allowed	No
16	Vacation Leave	No
17	Sick Leave	No
18	8-Year-Rule	Yes - service with this and certain other titles may not exceed eight years (APM 133-0-b)
19	Subject to Layoff	Termination of the appointment before the expiration of the appointment shall be only for good cause, after the opportunity for a hearing before the properly constituted advisory committee of the Academic Senate.
20	Funding	19900 State Funds
21	Sabbatical Leave	No
22	Leave with Pay	Eligible - when the leave is in the interest of the University and if funds are available. Dean's approval; use UPAY 573.
23	Affirmative Action Search or Waiver Needed for Appointment	Affirmative Action Search -Yes. Use Guideline One from the Faculty Recruitment & Hiring Toolkit - "Affirmative Action Recruitment Guidelines for Academic Positions." Request for Waiver of Search - process Affirmative Action Search Waiver through AP Recruit.
24	Faculty Vote for Appointment/ Reappointment	Yes
25	Extramural Letters Needed for Appointment	Yes - minimum of 3
26	Job Description	No
27	Visiting Titles	No
28	Bargaining Unit	None
29	APPOINTMENT/ REAPPOINTMENT FILES:	Use the checklist on APO's website for appointment or reappointment and submit electronically.