

Endnotes are for review purposes only and will not appear on the final issuance.

GENERAL UNIVERSITY POLICY REGARDING  
ACADEMIC APPOINTEES  
Security of Employment

APM - 135  
DRAFT

135-0 **Policy**

- a. 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 (Regents' Standing Order 103.10).
- b. Security of employment may be granted only in conjunction with the Associate Lecturer with Security of Employment and Lecturer with Security of Employment titles on an appointment of more than half time.<sup>1</sup>
- c. The eight-year limitation of service for an Assistant Lecturer with Potential for Security of Employment (PSOE) is described in APM - 133-0-b, APM - 133-12 and -17, and APM - 285.
- d. Security of employment is not a reward for length of service but is based upon appraised and recognized merit.
- e. Security of employment is not to be conferred on an appointee unless there is an appropriately budgeted provision for the appointment. The President may make certain specified exceptions to this rule in general conformity to the

permitted exceptions for the Professor series. (See The Regents' Affirmation of November 19, 1971, quoted in APM - 220, Appendix A). The budgeted provision for an appointee with security of employment must be reserved for the appointee until the position is vacated by death, resignation, or retirement of the appointee, or by termination of the appointment in accordance with University policy. However, this does not preclude reduction of the percentage of time as Assistant Lecturer with Potential for Security of Employment, Associate Lecturer with Security of Employment, or Lecturer with Security of Employment to enable the appointee to serve for a time in some other capacity. In such a case, the provision or an appropriate part of it may be used to fund the temporary appointment of another academic appointee.<sup>ii</sup>

- f. The Academic Personnel policy for the Security of Employment series is APM - 285.<sup>iii</sup>

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<sup>i</sup> Removed Senior Lecturer.

<sup>ii</sup> Changed titles from Lecturer with Potential for Security of Employment to Assistant Lecturer with Potential for Security of Employment and added Associate Lecturer with Security of Employment.

<sup>iii</sup> Changed series title from Lecturer with Security of Employment series to Security of Employment series.