

March 30, 2015

[Advisory to Deans #AA2015-03](#)

**DEANS, EXECUTIVE ASSOCIATE DEANS, ASSOCIATE DEANS, ASSISTANT DEANS, CHAIRS, AND  
ACADEMIC PERSONNEL ANALYSTS**

Re: Recruitments into the Lecturer with SOE and Senior Lecturer with SOE Series; includes the PSOE ranks

Dear Colleagues,

As the campus continues to recruit and hire into the Lecturer with Security of Employment (LSOE) and Senior Lecturer with Security of Employment (SLSOE) series, our office has been asked by departments which recruiting programs they may offer candidates, in comparison to what we offer to tenure-track candidates in the Professor series. Therefore, I am sharing the following information.

The following programs may be used for recruitments into the LSOE and SLSOE series (please see [APM 285-8](#) for a complete list of titles within these series).

- Partner Opportunities Program (POP)
- Capital Resource Network (CRN)
- Mortgage Origination Program (MOP)
- Removal expense reimbursements
- Additional Summer Compensation
- Off-scale salaries (per [APM 620-14](#) and [Advisory # AA2013-06](#))

**Salary guidelines--** Please use [Salary Scale - Table 10A](#) for the Academic Year (AY) LSOE series' salary range. Within this range, select a salary increment from [Salary Scale – Table 10B](#), on the Adjusted Scale 7/1/14 (please be advised that this is a two-page table). As current recruitments may be setting precedent for salaries in this series, I advise that you also refer to the appropriate scale used in negotiating ladder rank faculty recruitments within the department. This should be used as an approximate (not exact) guide, based on the comparable rank within the Professorial series. For example, if a salary of \$88,920 (a salary point from Table 10B that falls within the min/max range for AY LPSOE) is being considered within the College of Engineering, that figure also falls within the Assistant Professor AY-B/E/E range (Step 1 \$76,700—Step 6 \$96,300) on [Salary Scale – Table 3](#).

We ask that each Dean's office hiring into these ranks **please consult with your Academic Affairs Consultant to clear the terms of appointment before proceeding with a temporary offer letter**. We plan to have more clear guidelines for the 2015-16 recruitment cycle. Thanks for your patience.

Sincerely,



Maureen L. Stanton  
Vice Provost-- Academic Affairs  
Distinguished Professor-- Evolution and Ecology

/saj