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Policy on SLAV Lecturers and Senior Lecturers

1. This policy emends that of May 2002. In that document it is stated that the Slavic Department draws almost in its entirety from the “Policy for Non-Tenure Track Faculty Categories of Lecturer and Senior Lecturer” of the College of Arts and Sciences (dated 14 December 2001).

Definitions

Lecturers and Senior Lecturers contribute to the departmental mission by some combination of teaching and service. The assignment of scores for salary merit increments is based on the departmental policy on salaries, adopted 16 January 2009. This 10-point merit based scale states that for non tenure track faculty, teaching has seven levels, with a rating of “4” considered a benchmark “standard”; service has three levels, with “2” the benchmark “standard”.

Rights and Obligations of Lecturers and Senior Lecturers

All faculty with continuing contracts will have voting rights on matters concerning the general direction of the unit. However, Lecturers and Senior Lecturers will not have voting rights in departmental deliberations regarding recruitment, tenure and promotion of tenure-line faculty.

Conditions of Employment

All conditions governing the initial appointment, reappointment, promotion (from Lecturer to Senior Lecturer) and salary setting for faculty in non-tenure-track ranks must be prepared in advance in writing by the department.

Initial appointments in SLAV: New appointments to the ranks of lecturer and senior lecturer in the Slavic Department will pass through a probationary period of no fewer than three and no more than seven years of full-time appointment. During the probationary period, the initial appointment may be made for a maximum of three years followed by annual appointments until the decision to award (or not to award) a longer term contract. After the probationary period, reappointment will involve a longer term

contract which may be rolling three-year contracts or fixed five-year contracts, at the discretion of the department.

Reappointment in SLAV: The quality of teaching and service for faculty appointed as Lecturers and Senior Lecturers will be assessed annually by the department, as decisions about salary, promotion and reappointment are made. The SLAV executive committee, which consists of the Chair and two tenured or tenure track members of the faculty, to be elected annually by the faculty of the Department, will assess SLAV lecturers' and senior lecturers' contributions for salary merit increment purposes, following the policy established by the department for all its members. The executive committee will assist the Chair in deciding on reappointment and promotion of SLAV lecturers and senior lecturers. Review of teaching and service will be made by the same kinds of procedures by which teaching and service of tenure track salary are reviewed. Faculty in these ranks are expected to submit the customary faculty annual report, and provide other evidence of the quality of their performance, including specifically teaching evaluations for each course covered, and classroom peer assessment, as well as other evaluative instruments as may be determined by the department.

Promotion to Senior Lecturer in SLAV: The promotion of Lecturers to Senior Lecturers will be governed by the specific expectations established by each department. In general, Senior Lecturers will have demonstrated significant pedagogical achievements, such as teaching leadership roles, classroom innovations and national recognition. Promotion to SLAV senior lecturer will be based on length of teaching service within the department, amounting to no fewer than five years; a positive written evaluation of the teaching and service contributions of the lecturer by the Chair, which must be approved by a majority of the tenured faculty; and from one to three external letters supporting the promotion.

A faculty member in these ranks may not be re-appointed if his or her performance is judged by the department or College to be unsatisfactory; if the expedient need which created the demand for the position is no longer present; or if the position is no longer consonant with the academic mission of the department. In addition a SLAV lecturer who fails to achieve promotion to SLAV senior lecturer by the end of the tenth year of his/her employment in the department may, on that basis, not be re-appointed, at the discretion of the department or the College.

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