

Third Rank Proposal

Changes to university ranks require a vote of the University Faculty Council.

The Faculty Affairs Committee moves that the BFC recommends to the UFC that a third rank be added to the Lecturer category. The new rank would be a promotion from Senior Lecturer. The FAC NTT Subcommittee, the NTT Task Force and the FAC have spoken with many faculty to gauge support for this rank.

We have two separate motions to follow from our discussion last week.

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Recommended Motion 1: Creating a third rank and specifying criteria for appointment

This is a revised version of Motion 1 that was discussed last week.

The FAC moves that: The BFC recommends that Policy ACA **A3** to be changed to add the highlighted text

5. Contracts and Promotion for Lecturer and Clinical Appointments

Initial Lecturer and Clinical appointments should be at the level appropriate to the experience and accomplishments of the individual and approved by the faculty of the unit. Standards and procedures for contracts during the probationary period and after shall conform to the relevant sections of the Academic Handbook. The design of the long-term contract shall be determined by the school, or may be left by schools to units within schools, but shall be uniform within a single administrative unit.

Lecturer and Clinical appointees by the sixth probationary year shall be considered for promotion and long-term contracts. Standards for promotion and reappointment to long-term contracts should be formulated by units; criteria within a unit should be uniform, but flexible enough to accommodate some differences in responsibilities specified in the initial contracts. Candidates in the sixth year of the probationary period who are not promoted and who do not receive reappointment to long-term contracts will not be eligible for reappointment. Reappointment of Lecturers to long-term contract and promotion must be based on excellence in teaching and satisfactory service, and should only be granted to colleagues who have demonstrated a commitment to continued professional growth and currency with pedagogical developments in their fields. The rank of Senior Lecturer is appropriate for individuals who have demonstrated excellence in teaching, based on performance in the classroom, as well as service or research in support of teaching, if assigned. The rank of [third rank title] is appropriate for individuals who have demonstrated a sustained record of excellence in classroom teaching as a Senior Lecturer (or the equivalent), and who are pedagogical leaders (as evidenced by activities such as curriculum development; innovation and mentoring at the school, college, campus or university level; and/or by recognition and impact at the regional or national level).

Reappointment of Clinical faculty to long-term contract and promotion must be based on standards of performance in teaching and service in a clinical setting. Like promotion to tenured status, promotion within the Lecturer and Clinical classifications should principally be a judgment about prospects for future contributions. Research cannot be included as a basic category of evaluation. However, for Lecturers, research in support of teaching should be considered part of the teaching dossier; for Clinical appointees, research in support of teaching and service in a clinical setting should be considered part of the teaching and service dossiers. Other research may be considered as evidence of intellectual engagement in the professional field that is generally indicative of long-term intellectual contributions valuable in classroom settings and to the campus in general.

Motion 3 Recommending a title for the third rank

The FAC moves that:

The BFC recommends that the third rank title be Teaching Professor.

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