

Appointments to the instructional category of lecturer are appropriate for individuals who will play an integral role in the teaching mission of the School of Education. Individuals appointed to the non-research, academic rank of lecturer and senior lecturer will carry heavier teaching loads than those appointed to tenure track/tenured academic ranks. It is expected that lecturers will carry a heavier student service role and will be assigned to medium to large sized sections of courses.

Criteria for appointment

§ Superior classroom teaching skills and specialized expertise in an area central to one of the School of Education=s undergraduate, graduate, or continuing professional development programs.

Criteria for reappointment

§ Evidence of outstanding teaching performance

§ Evidence of highly competent service in the form of student advising and mentoring

Term of Appointment

§ Probationary period of four years with annual reappointment during the first four-year period. Initial appointment is for one year with notification of non-reappointment occurring at least six months prior to the end of the year one period.

§ During the second and subsequent years, at least twelve months notice of non-reappointment must be given

§ After the probationary period, longer term contracts may be offered. These contracts may be for a maximum of five years, and may be renewable an unlimited number of times

Annual Review

§ Lecturers/Senior Lecturers will be reviewed using the same procedures as are employed for tenured/tenure track faculty. The exception is that lecturers/senior lecturers will only be reviewed in the domains of teaching and service, and not on research performance.

Criteria for Promotion to Senior Lecturer

§ Promotion to Senior Lecturer will follow the comparable path of individuals in tenure track position who submit their materials for promotion. The candidate for promotion to Senior Lecturer will prepare a dossier with a candidate=s statement and sections on teaching and service. The components to be included are outlined in the teaching and service sections of the School of Education=s Promotion and Tenure Guidelines. Relative to the promotion criteria for tenure track faculty, in promotions for lecturer appointees special consideration will be given to:

§ Multi-source documentation of high quality teaching including, but not limited to, student evaluations, colleague evaluations of classroom performance, participation in workshops and conferences, and syllabi. Other forms of evidence that may be given include webpages, video, assessment tools, teaching awards, and mentoring of associate instructors.

§ Participation in the intellectual life of the university, evidenced by attendance and/or presentations at programs such as the Scholarship of Teaching and Learning.

§ Participation in appropriate departmental functions that relate to the program to which they are assigned.

§ A record of appropriate service at the program, department, school, and/or university level.

§ The Senior Lecturer promotion dossier will be submitted to the department chair and a vote of the department faculty will be conducted and reported by the department chair to the School of Education Promotion, Tenure and Contracts Committee.

§ The Promotion, Tenure and Contracts Committee will vote and communicate a recommendation with the recorded vote to the University Dean of Education.

§ The University Dean of Education will forward a recommendation to the Dean of Faculties.

Cap

§ Non-tenure track faculty (full-time Lecturer and Clinical appointees) may occupy no more than 20 percent of total number of full-time faculty. In other words, tenure track/tenured faculty will constitute 80 percent of the full-time faculty.

Approved 3/19/02 by Faculty Affairs Committee, forwarded to Policy Council on 3/20/02