

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. There are five major considerations.

Criteria for promotion

The promotion criteria should be stringent so that the rank is seen as a prestigious; not all Senior Lecturers would aspire to this promotion. Promotion requires a sustained record of excellence in teaching as a Senior Lecturer (or the equivalent), and pedagogical leadership as evidenced by innovation and mentoring at the campus or university level and/or by recognition and impact at the regional or national level.

There is no requirement for research because lecturers are focused on teaching and many lecturers have no research training and/or no interest in research. However, research could be used to demonstrate leadership in teaching.

There is no requirement for leadership at a national or international level because lecturers are focused on activities internal to the university. However, national or international activities could be used to demonstrate leadership in teaching.

Promotion would require review by a campus promotion committee to ensure that the candidate meets the two criteria.

Salary Increase are common with promotion

Many units have a culture of providing a salary increase with a promotion, and we recommend that the new rank have the same.

Long-Term Contracts are already provided to Senior Lecturers

Current policy provides the same long-term contracts for Senior Lecturers, Associate Clinical Professors and Clinical Professor that are either 5-year renewable contracts or 3-year rolling contracts at the discretion of the unit. We recommend that new rank have the same long-term contracts.

Sabbatical-Like Leaves are already encouraged

Current policy encourages sabbatical-like leaves for lecturers (see ACA-A1). We recommend that units grant these leaves after promotion to the third rank.

Title

This promotion recognizes the highest achievement in teaching and pedagogical leadership. The title should reflect the prestige associated with this rank. We recommend that the title be "Teaching Professor."

Motions

We have three separate motions.

Motion 1 Creating a third rank and specifying promotion criteria

The FAC moves that:

The BFC recommends that Policy ACA A1 to be changed as below

From:**2. Lecturer Appointments**

Lecturers may be assigned responsibility for teaching, and for research and service that supports teaching, in courses for which such assignments have been approved by the faculty of the academic unit. The Lecturer category is the appropriate classification for non-tenure track teaching faculty in instances where the unit has a continuing need for the resource (except for clinical appointees and except in instances where adjunct appointments are appropriate, as specified below).

Titles: Senior Lecturer and Lecturer

To:**2. Lecturer/[third rank title] Appointments**

Lecturers and [third rank title] may be assigned responsibility for teaching, and for research and service that supports teaching, in courses for which such assignments have been approved by the faculty of the academic unit. The Lecturer/[third rank title] category is the appropriate classification for non-tenure track teaching faculty in instances where the unit has a continuing need for the resource (except for clinical appointees and except in instances where adjunct appointments are appropriate, as specified below). 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 innovation and mentoring at the campus or university level and/or by recognition and impact at the regional or national level.

Titles: Lecturer, Senior Lecturer, and [third rank title]

Note: Newly added text is shown in highlighted, deleted text in ~~strike-out~~.

Rationale:

This establishes the third rank and defines the criteria for appointment and promotion.

Motion 2 Specifying the process for promotion to a third rank

The FAC moves that:

The BFC recommends that Policy ACA A1 to be changed as below

From:

Appointment and Advancement

Initial lecturer appointments should be at the level appropriate to the experience and accomplishments of the individual. The process for appointment with probationary status or appointment with a long-term contract shall go through the ordinary procedures for faculty appointments. Lecturers shall be promoted to Senior Lecturers upon their being appointed to long-term contracts following a probationary period.

To:

Appointment and Advancement

Initial lecturer appointments should be at the level appropriate to the experience and accomplishments of the individual. ~~The process for appointment with probationary status or appointment with a long-term contract shall go through the ordinary procedures for faculty appointments.~~ Promotion in rank of lecturers and senior lecturers should go through the normal faculty procedures appropriate to the unit of the university. For promotion from Lecturer to Senior Lecturer, this includes peer review by the primary unit and school promotion committees. For promotion from Senior Lecturer to [third rank title], this includes peer review by the primary unit, school promotion committees, and the campus promotion committee. The faculty of each unit using Lecturer, Senior Lecturer, and [third rank title] appointments shall adopt criteria for promotion that are appropriate to the duties that may be assigned to lecturer/teaching professor appointees. Those criteria must be written, available to unit faculty, and filed with the campus academic officer. Lecturers shall be promoted to Senior Lecturers upon their being appointed to long-term contracts following a probationary period.

Note: Newly added text is shown in highlighted, deleted text in strike-out.

Rationale:

This establishes the procedures for appointment and promotion.

Motion 3 Recommending a title for the third rank

The FAC moves that:

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

Rationale:

This recommends a title for the third rank.

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