

College of Arts and Sciences  
Policy for Senior Lecturer  
**Last revised: Fall 2021**

These policies are based on the Faculty Manual and the Senior Lecturer's report adopted by the faculty of the College of Arts and Sciences on Feb. 17, 2004; this document has been amended on February 26, 2008, December 1, 2018, and November 17, 2021. Departments wishing to establish Senior Lectureships will develop and present the Dean's Office with specific policies and procedures consistent with them.

**Eligibility:** Full-time Lecturers may apply for promotion, normally to take effect no sooner than their sixth year of service. On occasion, in light of an individual's record of achievement, an initial appointment may be made at the rank of Senior Lecturer or a promotion may be sought prior to a fifth year in rank. A terminal degree in the field is required for eligibility to apply for promotion.

**Appointments:** Normally, Senior Lecturer (re)appointments are for a period of three to five years, depending on the teaching needs of the department. Upon promotion to Senior Lecturer, a special merit raise, commensurate with that given to members of the regular faculty at times of promotion, will be given. In all cases, care should be taken to balance long-term commitments with anticipated, ongoing teaching needs.

**Evaluative Procedures:** Promotion and retention are based primarily on excellence in teaching. Promotion to Senior Lecturer is based on a proven record of teaching excellence. This high level of teaching, but not necessarily extraordinary achievement, is the standard for promotion or (re)appointment. Evaluation of teaching will be based on peer review and student evaluations. Outside reviewers are not required. Publications and other professional activities, including university service, are not required but may be submitted by the candidate for consideration. Departments must identify faculty members available to serve as mentors for Lecturers to assist in their professional development and path towards possible promotion; Senior Lecturers may serve in this role. Departments are discouraged from having a cap limiting the number of Senior Lecturers as a percentage of the total number of Lecturers in the department.

**Promotion:** The tenured and tenure-track faculty of the department will vote on promotions to Senior Lecturer, and those holding Senior Lecturer appointments may be allowed to vote. Wherever possible, at least one Senior Lecturer in the department should participate in the evaluation committee for promotion. The Chair will forward the vote, as well as faculty and chair recommendations, to the Dean, who will make the final decision on the appointment to Senior Lecturer. When the decision is negative, the chair will report to the candidate the reasons for the decision and provide feedback on areas for improvement.

## ***Renewal of Term as Senior Lecturer***

The position of Senior Lecturer is based on a proven record of teaching excellence, which is also the standard for the renewal of the term of the appointment. Upon the approach of the end of the term of appointment to Senior Lecturer, the Chair may recommend to the Dean renewal of the appointment for up to five years. The Dean will make the final decision on the new term of appointment.

The Chair shall confer with the tenured and tenure-track faculty of the department regarding the reappointment of any senior lecturer; those holding Senior Lecturer appointments may be allowed to vote depending upon the relevant policy of the department. The Chair will forward the vote, as well as faculty and chair recommendations, to the Dean, who will make the final decision on the new term of appointment. When the decision is negative, the chair will report to the candidate the reasons for the decision and provide feedback on areas for improvement.

Appointments that have currently continued past their fifth year without renewal will be renewed by the Dean in accord with the policy as stated above, retroactive to the date of their expiration.