



4.6.10P

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Chapter 6, Faculty

Section 10, Lectureships

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Responsible Office(s): Academic Affairs, Colleges, Departments

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Lectureships

(2013 Revision Draft)

Policy Statement

Lectureships are faculty appointments that are appropriate for situations (a) where class enrollments ~~are~~ unstable necessitate it, (b) where other appointments are not appropriate available, or (c) where a to provide unique expertise is desired.

Lecturers shall have appropriate qualifications that satisfy the University's credentialing standards (Policy 4.6.1P), shall have faculty status, and shall not be subject to Policy 4.6.4P, Promotion and Tenure. ~~They are appointed to teaching assignment~~ Their appointment shall consist primarily of teaching responsibilities but may, as needed, include service, research, or administrative responsibilities for an equivalent of a 5-5 fall and spring semester load. Lecturers cannot be tenured; perform any administrative, service or research duties, or teach less than the equivalent of a 5-5 load each fall and spring semester.

Lecturer appointments are on a year-by-year fixed nine-month ~~contract basis and may be renewed annually~~ for up to three consecutive years. Appointment contracts must include a detailed description of the specific responsibilities of the position and evaluation procedures. In order to qualify for one additional continuation appointment for up to two years, the department must (a) justify the need for continuation of the lecture position including provision of enrollment data and trends (for example, FTE-SCH analysis), (b) provide documentation to support the request, a plan for how the lecturer will be used in teaching, and evidence of acceptable teaching performance by the incumbent using normal department evaluation procedures for temporary faculty, and (c) gain approval of the appropriate college dean before a continuation contract can be issued. Rationale: The primary objective of a comprehensive regional university is to maintain the primacy of regular tenure appointments. In rare circumstances, lecture appointments may be required for the short term or for a longer period. Such appointments are approved only when there is a demonstrated need and available funding. Lecture appointments may be no more than 25 percent of the total full-time faculty in a college and, when feasible, lecture positions should be converted to tenurable positions. ~~Lecturers cannot be tenured; however, should a lecture position be converted to a tenure position, The incumbent lecturer may apply for that tenure-track appointment competitively, but lecturers cannot be grandfathered into a tenure-track position.~~

Lecturers may be appointed as Senior Lecturer after 1) completion of five years of appointment as Lecturer at EKU, 2) demonstration of excellence in teaching and other assigned duties, and 3) attainment of other criteria as determined by the Department.

~~Senior lecturer appointments have the same responsibilities and terms as lecturers. Lecturers are eligible for appointment to this rank only after serving the second year of the continuation lecturer appointment. Appointment to this rank may be annually for periods up to five years provided evidence of satisfactory performance and enrollment demand. The department must (a) thoroughly justify the need for the senior lecture appointment including providing detailed enrollment data, (b) provide documentation to support the request, a plan for how the senior lecturer will be used, and demonstrate acceptable teaching performance by the incumbent, and (c) gain approval of the appropriate college dean and the Provost before a senior lecturer contract can be issued. Appointment contracts must include a detailed description of the specific responsibilities of the position and evaluation procedures.~~

Additional Terms

~~Lecturers and senior lecturers will receive compensation comparable to that of tenure-track faculty teaching similar courses and will receive comparable health insurance, life insurance, and retirement contributions.~~

~~Notice of non-reappointment or of intention not to recommend reappointment will comply with AAUP standards as follows: (a) Not later than March 1 of the first academic year of service, if the appointment expires at the end of that year or, if a one-year appointment terminates during the academic year, at last three months in advance of its termination; (b) not later than December 15 of the second academic year of service if the appointment expires at the end of that year or if an initial two-year appointment terminates during an academic year, at least six months in advance of its termination; and (c) at least twelve months before the expiration of an appointment after two or more years at Eastern Kentucky University.~~

~~Departments with lecturers must provide the tools necessary for these professionals to perform their assigned duties including appropriate office space, supplies, support services, and equipment.~~

~~Lecturers and senior lecturers may apply for a full-time tenure-track position and could negotiate for early tenure by applying some of the time spent as a lecturer or senior lecturer. However, this is not guaranteed and must be considered on a case-by-case basis by the department and college~~

Entities Affected by the Policy

- Lecturers
- Departments
- College- and University-level Administrators

Procedures

1. The creation of a new lecturer position must be approved by the Dean and The Provost. If the creation of a new lecturer position exceeds 25% of full-time faculty in the College, the Dean must provide a justification of need.
2. The Terms for Appointment for a lecturer shall state the workload responsibilities.
3. Lecturers shall be provided the tools necessary for these professionals to perform their assigned duties including appropriate office space, supplies, support services, and equipment.
4. On a date determined by the Provost Office, the Dean shall annually provide a request for lecturer positions in the college for the following academic year, including any recommendations of incumbents for reappointment. Reappointment decisions should be based on the following priorities:
 - 1) Department need
 - 2) Funding for position
 - 3) Faculty qualifications

Results from previous evaluations at EKU may also be used in reappointing incumbents.

Responsibilities

College Dean

The Dean is responsible for:

- ensuring that funding is available for lectureships prior to approving a position
- ensuring that no more than 25% of full-time faculty in a college are lecturers
- ensuring that the Terms of Appointment state the workload responsibilities
- submitting to the Provost annually a request for lecturer positions including any recommendations for reappointments

Department Chair

The Chair is responsible for:

- documenting the need for a lecturer position
- ensuring lecturers have the appropriate qualifications
- determining the workload, based on the needs of the Department, for each lecturer position
- submitting to the Dean annually a request for lecturer positions including any recommendations for reappointment

**Provost and Vice
President for
Academic Affairs**

The Provost is responsible for:

- providing a date for the submission of request for lecturer positions
- approving lecturer positions based on need and funding

Interpreting Authority

Provost/Vice President for Academic Affairs

Relevant Links

Policy 4.6.3P, Faculty Appointments
Policy 4.6.6P, Evaluation of Full-Time Non Tenure-Track Faculty

Policy Adoption Review and Approval

Revised Policy

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Entity

Board of Regents

Faculty Senate

Board of Regents

Action

Adopted

Recommended Support

Extended Pilot

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Recommended Support