

Policy 4.6.10, Lectureships  
Summary of Changes in the Policy

- The revised policy will capture current practice by removing the limitation that lecturers only be used to teach.
- The revised policy removes the restriction for the number of years a lecturer may serve at the University.
- The revised policy establishes criteria in addition to years of service for promotion from Lecturer to Senior Lecturer.
- Language concerning “comparable” compensation and benefits was removed. Comparable compensation is hard to define and implement since lecturers frequently have differently qualifications and expectations than tenure-track faculty. Regarding benefits, all full-time, regular employees receive health insurance, life insurance, and retirement contributions; thus, this language is unnecessary in Policy 4.6.10.
- Language concerning the AAUP notification schedule was removed because the lectureship positions are defined by policy as based on need and funding and as year-to-year appointment. In practice, we have treated these as annual appointments. Requiring a terminal appointment may have the unintended consequence of creating very short-term lectureships or delaying tenure-track hires. Additionally, the hiring cycle for non-tenure track is different than the cycle for tenure-track positions, thus changing the need for the same notifications as tenure-track faculty.