

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE  
FACULTY SENATE

Senate Document Number 10316S  
Date of Senate Approval 05/05/16

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Statement of Faculty Senate Action:

**FWDC 16: Creation of the rank of Senior Lecturer**

**Effective Date: Fall 2016**

**Summary:** This document makes two substantial changes to the rank of lecturer:

- a) It creates the rank of Senior Lecturer for long-time members of the faculty without tenure who have demonstrated accomplishments in scholarship and/or service in addition to high quality teaching. Promotion to Senior Lecturer goes through the same channels as other promotion decisions, via the home department/program and the Committee of Tenured Faculty, which makes a recommendation to the Provost.
- b) It deletes references to Professional Development Plans for lecturers, basing decisions to issue a new contract on annual evaluation and observation.

**Rationale:** These changes are motivated by a number of considerations:

- a) Long-serving lecturers have no opportunity for promotion or advancement other than the issuance of a three- or five-year contract. The creation of Senior Lecturers allows us to recognize and promote lecturers who have become integral long-term members of the faculty.
- b) The expectation that lecturers complete Professional Development Plans, which were intended to be used when deciding whether or not a new contract should be issued, is being removed because these PDPs aren't being used in these decisions. This policy was never enacted, and, as it adds another layer of evaluation, is not necessary.

**Implementation:** Any lecturers under contract in Fall 2016 who have completed two three-year contracts are eligible to apply for promotion to the rank of Senior Lecturer before the expiration of the current contract.

**1) Revise 2.1.2.1 as follows:**

**2.1.2 Faculty Ranks**

The faculty at the University of North Carolina at Asheville is composed of all persons having academic rank, including the Chancellor and the Provost and VCAA. The ranks are Professor, Associate Professor, Assistant Professor, Lecturer, Instructor, and Visiting Faculty (see Article I, Constitution of the Faculty Senate, [Section 14.1](#)). Individuals in Specialized Faculty Appointments are generally not considered part of the faculty. See [Section 14.2](#) of the UNC Asheville Tenure Policies and Regulations, Faculty Ranks, for details associated with appointments, evaluation and notice.

### 2.1.2.1 Non Tenurable Ranks

Instructor: The rank of instructor is appropriate for persons who are appointed to the faculty in the expectation that they will soon progress to a professorial rank but who lack, when appointed, the necessary terminal degree for appointment to a professorial rank. Initial appointment to the rank of instructor shall be for one year, with one additional year of Instructor rank allowable so as to complete the required degree. (However, the candidate can be offered a terminal one-year appointment following the two-year allowance.) Upon completion of the necessary degree, advancement to the rank of assistant professor begins the following fall semester and initiates the four-year probationary term. No person holding a position as an instructor may be appointed to permanent tenure at that rank.

Lecturer: The rank of lecturer is reserved for persons who are appointed to non-tenure track full-time faculty positions of specifically contracted length. Initial appointment to the rank of lecturer shall be for a term of one year. After completion of at least three one-year appointments, terms may be extended to three ~~or five~~ years. No person holding the position of lecturer may be appointed to permanent tenure at this rank. The "notice" provisions of [Section 14.2](#) do not apply to lecturer appointments; each lecturer shall be notified of appointment for the following academic year before the end of the preceding spring semester in the final year of the contract.

Types of lecturer positions: There are two types of lecturer positions. A **temporary lecturer** may be requested to fill immediate instructional needs with no expectation to keep the position beyond the single year or term. Temporary lecturers most often substitute for tenure track faculty when a search is in progress. A **continuing lecturer** position may be requested when a department/program wishes to add a lecturer to its full-time staff.

Senior Lecturer: The rank of Senior Lecturer is reserved for members of the faculty who have completed at least two three-year contracts as Lecturer and who have demonstrated noteworthy accomplishments in scholarship and/or service, in addition to high-quality teaching, which warrant a promotion to this rank and the issuance of a five-year contract. Senior Lecturers have a 12-hour teaching load, and are evaluated using the same processes and forms as tenure-line faculty. The rank of Senior Lecturer is initially awarded through the promotion process described in 3.5.4, in which the Committee of Tenured Faculty makes a recommendation to the Provost. Senior Lecturers may receive five-year contracts; subsequent contracts of one-, three-, or five-year length are offered by the Provost and Vice Chancellor of Academic Affairs after consultation with the Department Chair/Program Director and the appropriate Dean.

No person holding the position of Senior Lecturer may be appointed to permanent tenure at this rank. The "notice" provisions of Section 14.2 do not apply to Senior Lecturer appointments; each Senior Lecturer shall be notified of appointment for the following academic year before the end of the preceding spring semester in the final year of the contract.

Visiting Faculty: ...

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2) Revise 3.5.3 as follows:

### 3.5.3 Guidelines for Awarding of Reappointment, Tenure and Promotion for Faculty

(amended by [SD1092S](#)) ([SD3701S](#)) ([SD0102F](#)) ([SD0202F](#)) ([SD1003F](#)))

The candidate for reappointment, tenure or promotion is to present ~~to~~ his or her chair ~~with~~ a well-documented report of accomplishments in the categories described in [Section 3.5.4.3](#). The Department Chair will review and evaluate each faculty member's level of accomplishment accordingly, after appropriate consultation with the department, and shall make recommendation relative to reappointment, tenure, or promotion, ~~or in the case of Lecturers and Senior Lecturers, recommendations for the issuance of a new contract.~~ Such recommendations are carefully reviewed by the Committee of the Tenured Faculty ~~(except for the granting of new contracts to Lecturers and Senior Lecturers)~~ and by the Provost and VCAA. The following sections present guidelines for that review process in each evaluation category.

Lecturer: Lecturer contracts shall specify departmental expectations regarding teaching load, scholarship and scholarly or creative activity, and service responsibilities. The process for appointing Lecturers ~~shall be as follows: originates with the Department Chair, who submits a request to the appropriate Dean, except in the case of requests to promote a Lecturer to the rank of Senior Lecturer, described below. The Deans consult with the Provost on all other requests for lecturer contracts, both new positions and continuing positions, including new five-year contracts for Senior Lecturers. In considering all such requests, they shall take into account department instructional needs, the faculty member's performance (documented through observation and evaluation), and available university resources.~~

Senior Lecturer: ~~The process for promoting a Lecturer to the rank of Senior Lecturer is the same as that for promotion to Associate Professor or Professor, described in 3.5.4 below. Only those continuing lecturers who have completed two three-year contracts are eligible. For promotion to Senior Lecturer, the faculty member must have a strong record of effective teaching and demonstrated noteworthy accomplishment, either in scholarship and scholarly or creative activity, or in service, which includes contributions both within and outside the department.~~

~~At the start of a new contract, a Lecturer will write a Professional Development Plan (PDP). This will be done in consultation with the department Chair. Upon approval by the Chair, the PDP is sent to the appropriate Dean.~~

~~At review time, the Lecturer prepares a document that responds to the PDP. This document is reviewed by the department Chair. It is then sent, with Chair's comments, to the Deans who make recommendations, to the Provost and VCAA, on whether the Lecturer should be issued a new contract.~~

#### 3) Revise 3.5.4.1.4 as follows:

##### 3.5.4.1 Summary of the Evaluation Procedure ([SD1914F](#)) ([SD5813S](#))

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4. The Chair adds copies of the candidate's annual Faculty Records and Merit Evaluations (including Dean's or Provost's written explanation of final evaluation and Provost's response to any appeal), student evaluation rating summaries and comments, and peer reviews of the faculty member's teaching to this file. For candidates for reappointment and for tenure and promotion to the rank of Assistant Professor, these additional materials should cover the full period of time that the faculty member has been a full-time member of the UNC Asheville faculty. For candidates for promotion to the rank of Professor or Senior Lecturer, these additional materials should cover the preceding five full years. The Chair makes these materials available to the tenured members of the Department for their review.

