

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE
FACULTY SENATE

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Statement of Faculty Senate Action:

FWDC 4: Revise Non-Tenurable Ranks Faculty Handbook [Section 2.1.2.1](#)

Effective Date: Immediately

Summary: This document resolves handbook inconsistencies in the senior lecturer promotion process. It also outlines procedures for the reappointment of senior lecturers.

Rationale: There is conflicting information in the handbook regarding the minimum years of employment and specific number/type of contracts for lecturers going up for promotion to senior lecturer. In regard to the senior lecturer renewal process, the handbook presently contains conflicting information about the date by which senior lecturers requesting reappointment must be notified, and incomplete information about the process of reappointment.

Revise Section 2.1.2.1 as follows:

Senior Lecturer: The rank of Senior Lecturer is reserved for members of the faculty who have completed at least ~~two three-year contracts~~ **seven years as a full-time faculty member (of any rank)** 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 **following their appointments.** ~~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.~~ **Subsequent five-year contracts are requested as follows:**

- When submitting their annual faculty records (AFRs) to their Chairs or Program Directors during the spring semester of the fourth year of their contracts (by the Friday following Commencement), senior lecturers should attach a brief (1-3 page) narrative statement reflecting on their contributions to the department and university during the prior four years. (See [Section 3.4.2](#) for AFR due dates.)
- The Chair or Program Director should write a brief (1-3 page) statement requesting the Senior Lecturer's reappointment, including both (a) a justification for the position based on departmental enrollment trends, department staffing, and curricular needs, referencing data supplied by the Office of Institutional Research, Effectiveness, and

Planning, and (b) an evaluation of the Senior Lecturer's overall contributions during the prior four years, addressing areas listed in the guidelines for evaluation that are relevant for the candidate.

- The Chair's statement should be submitted to the Office of the Deans along with their evaluation of the candidate's annual faculty record. (See [Section 3.4.2](#) for Chair evaluation due date.) Academic Affairs will supply Student Feedback on Instruction data and annual faculty records from the prior four years
- The Deans as a group will review all Senior Lecturer reappointment files and make a recommendation to the Provost. Senior Lecturers will be notified of the decision no later than August 1 of the last fiscal year of their contract (i.e. for contracts terminating June 30, notification will be given 11 months prior to the ending date).

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.~~