

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE
FACULTY SENATE

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Statement of Faculty Senate Action:

FWDC 5:

Revisions to Lecturer Definition
Faculty Handbook [Section 2.1.2.1](#)

Effective Date: Fall 2023

Summary: This document deletes the modifiers “temporary” and “continuing” for the position of lecturer and changes the initial contract length to two years for lecturers. It also adds the teaching load expectations for lecturers.

Rationale: Lecturers have always been expected to teach 12 credit hours and in recent years, lecturers have received two-year contracts. In addition, in practice, the University does not use the title “temporary lecturer” or “continuing lecturer” and instead uses “lecturer”. This document seeks to codify these practices.

Revise Section 2.1.2.1 as follows:

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 ~~two one~~ years ~~except for instances when a department requests a single year contract while a faculty search is being completed or as needed by a department for short-term faculty replacement.~~ After completion of a two-year ~~at least three one-year~~ appointments, ~~terms may be extended to three years,~~ ~~lecturers may be offered three-year contracts.~~ All lecturers have a 12-hour teaching load per semester. 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 seven years as a full-time faculty member (of any rank) 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. 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 receive five-year contracts following their appointments. Subsequent five-year contracts are requested as follows:

- 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.

Visiting Faculty: The qualification "visiting" applies to faculty hired for fixed-term appointments, normally in roles replacing a regular faculty member taking a leave or awarded a professional development leave. Such an appointment shall be at a specific rank for a term of not more than one year; one subsequent appointment may be made for a term of not more than one year.

Specialized Fixed-term Faculty Appointments (see [Section 14.2](#) for further explanation).

Artist, Poet, Writer in Residence, Clinical, Research: Fixed-term appointments with the title designations of "artist in residence," or "writer in residence," or with any faculty rank designated in [Section 2.1.2](#) above when accompanied by the qualifying prefix "Clinical," or "Research," may be made as provided herein. Such an appointment is appropriate for a person who has unusual qualifications for teaching, research, academic administration, or public service but for whom neither a professorial rank nor the instructor rank is appropriate because of the limited duration of the mission for which he or she is appointed, because of concern for continued availability of special funding for the position, or for other valid institutional reasons.

An initial special appointment shall be for fixed terms of one to five years and may be made either in direct succession or at intervals.

The "notice" provisions of [Section 14.2](#) do not apply to special faculty appointments, and a faculty member holding such an appointment is not entitled to any notice concerning offer of any subsequent appointment at any rank or appropriate department.

Adjunct Faculty (one-half time or less): Adjunct faculty are employed semester by semester and paid on a per course contract as specified in their letter of employment from the Provost and VCAA. Normally an adjunct is restricted to teaching no more than six hours per semester.