

Note: This text will replace the text in the Faculty Handbook:
PART III - Faculty Appointments, Promotion & Tenure Policies
Faculty Appointments

5. Lecture and Senior Lecture Appointments

Lecturer

Lecturers are professionals with appropriate qualifications that satisfy SACS standards. They are appointed to teaching assignments (a) that regular tenure-appointed faculty cannot fill, (b) where class enrollments are unstable, (c) where other appointments are not appropriate, or (d) to provide unique expertise. 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.

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. Lecture appointments may be no more than 10 percent of the total full-time faculty in a college and when feasible, lecture positions should be converted to tenure positions. Lecturers cannot be tenured; however, should a lecture position be converted to a tenure position, the incumbent lecturer may apply for that tenure appointment competitively, but lecturers cannot be grandfathered into a tenure position.

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.

Senior Lecturer

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

1. 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.
2. 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 least 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.

3. 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.

4. 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.