

Dear David,

Below please find a rationale for the proposed revision of AR 2:9 (Lecturer Series Faculty). I submit this proposal for consideration, discussion and endorsement by the University Senate.

**Rationale for the Proposed Revision  
of  
AR 2:9 (Lecturer Series Faculty)**

The administration's decision in 1998, motivated by a request from the College of Arts and Sciences, to make greater use of full-time Lecturer Series faculty in those targeted departments that bore the heaviest responsibility for lower-division (undergraduate) instruction was driven by an inescapable fact: the significant shortfall in lower-division instruction performed by full-time faculty could not be mitigated by a plan that relied solely on the increase of tenurable faculty or an expansion of the TA ranks. Such a plan is both unaffordable, and would lead to unjustifiable and unsustainable bloat of graduate programs in certain departments.

On average tenure-track and tenured faculty teach one course per academic year in the lower-division. Instructional responsibilities in the upper-division and graduate programs, obligations that must be borne largely by tenurable faculty, militate against a more substantial participation of tenurable faculty in lower-division instruction. Past practice has assigned Lecturer Series faculty between six and eight lower-division courses per academic year.

No public research university can satisfy its instructional obligations in the lower-division without the judicious use of non-tenurable, full-time faculty.

Five principles guided the University's plan to expand the use of full-time lecturers in lower-division instruction:

- 1) the vast majority of full-time faculty hiring will continue to be for tenure-eligible (tenure-track or tenured) positions;
- 2) the outcome of a strategy that employs the use of full-time, non-tenurable faculty shall be to further reduce the University's dependence upon part-time faculty instruction, particularly with the increase in small-group breakout sessions arising from the new General Education curriculum;
- 3) a ceiling could and should be established on the number (or percentage) of positions that may be filled by non-tenurable, full-time faculty (e.g., Lecturer Series faculty);

- 4) appointments as Lecturer Series faculty may be restricted to units or programs where such appointments would be particularly appropriate and beneficial;
- 5) the terms of Lecturer Series faculty appointments should be comparable to those that exist at nationally ranked universities, and recognize the valuable contributions Lecturer Series faculty make to the instructional mission of the University; these employment terms to include:
  - a) regular employee benefits
  - b) the opportunity for professional advancement to a senior rank within the Lecturer Series
  - c) the opportunity for multi-year contracts
  - d) the opportunity for periodic professional development

The 1998 revision to the Administrative Regulation on Lecturer Series faculty extended regular full-time benefits to this series of faculty. A subsequent revision in 2005 created the opportunity for promotion consideration to the newly created rank of Senior Lecturer. It is time to complete some unfinished business by affording Lecturer Series faculty the full complement of employment terms identified in item #5 above, the conditions of employment they would enjoy if employed at one of UK's aspiration benchmarks (e.g., UNC, Illinois, Penn State, Indiana and UCLA).

The proposed revision to AR 2:9 is therefore motivated by a fundamental "do right" principle; the terms proposed will help ensure that we attract and retain outstanding Lecturer Series faculty and bring to this series of faculty the appropriate professional recognition within the University. I believe the proposed revision of AR 2:9 is faithful to the aforementioned five principles.

Sincerely yours,

Swamy

# LECTURER SERIES FACULTY

## AR 2:9

[Proposed Revision - March 2010]

### I.        Definition

Lecturer Series faculty employees are professionally qualified teachers hired for a fixed term. Lecturer Series faculty employees do not have the same responsibilities and professional obligations of faculty employees in Regular, Special, Extension or Librarian Title Series. Lecturer Series appointments shall not be made when appointment in a title series is appropriate.

### II.        Appointment

A. Lecturer Series faculty employees are appointed or reappointed by final action of the Provost upon recommendation of the educational unit administrator and the dean without reference to an Academic Area Advisory Committee. ~~Initial appointments at the rank of Lecturer shall not exceed a term of one year. A faculty employee at the rank of Lecturer may be reappointed for one or more additional terms for a period of no more than two years per appointment. Senior Lecturers may be appointed to an initial term not to exceed two years and reappointed for additional terms of no more than two years per appointment.~~ The maximum number or percentage of Lecturers Series faculty employees in an educational unit must be based on the written approval of the tenured and tenure-track faculty of that educational unit. The assignment period for Lecturer Series faculty employees may be on a nine-month, ten-month, eleven-month, or twelve-month basis.

B. Appointment, Reappointment and Termination in the Lecturer Series are subject to the following conditions:

1. Initial appointment at the rank of Lecturer shall not exceed two (2) years. Notification of non-renewal of appointment at the end of the first year of service shall be given no later than March 1 if the appointment expires at the end of that academic year or three months in advance if the one-year appointment terminates during the academic year. Notification of non-renewal of appointment shall be made in writing by the dean.

2. In the second year of continuous service, a faculty employee at the rank of Lecturer will undergo a thorough performance review. After sharing the results of the performance review with the appropriate faculty in the educational unit (see AR 2:1-1 Appendix I) and soliciting their judgments on the matter of reappointment, the educational unit administrator shall recommend to the dean either:

a. the faculty employee be placed on a 2-year rolling contract (i.e., a two-year notice before termination), or

b. the faculty employee be issued a terminal reappointment contract for a third and final year of employment.

3. Initial appointment at the rank of Senior Lecturer shall not exceed two (2) years. Notification of non-renewal of appointment at the end of the first year

of service shall be given no later than March 1 if the appointment expires at the end of that academic year or three months in advance if the one-year appointment terminates during the academic year. Notification of non-renewal of appointment shall be made in writing by the dean.

4. In the second year of continuous service, a faculty employee at the rank of Senior Lecturer will undergo a thorough performance review. After sharing the results of the performance review with the appropriate faculty in the educational unit (see AR 2:1-1 Appendix I) and soliciting their judgments on the matter of reappointment, the educational unit administrator shall recommend to the dean either:

a. the faculty employee be placed on a 4-year rolling contract (i.e., a four-year notice before termination), or

b. the faculty employee be issued a terminal reappointment contract for a third and final year of employment.

5. A faculty employee in the Lecturer Series who is placed on a rolling contract shall have his or her contract renewed annually for a two-year (Lecturer) or four-year (Senior Lecturer) reappointment period, subject to a favorable review. In the event of an unfavorable review that concludes with a decision to withhold the renewal of a rolling contract, the Lecturer Series faculty employee shall be issued a final reappointment contract commensurate in duration to the term of the prior rolling contract. Notification of a decision to terminate the rolling contract of a Lecturer Series faculty employee and place the individual on a final reappointment contract shall be made in writing by the dean.

### ~~III. — Non-renewal~~

~~Notification of non-renewal of appointment at the end of the first year of service shall be given no later than March 1 if the appointment expires at the end of that academic year or three months in advance if the one-year appointment terminates during the academic year. Notification of non-renewal of appointment after the first year of service shall be given at least one year before expiration of the appointment. Notification of non-renewal of appointment shall be made in writing by the dean.~~

### ~~III.V. —~~ Criteria for Appointment, Reappointment, Promotion, and Merit Review

- A. The Faculties of the educational units that employ full-time Lecturer Series faculty employees shall establish unit criteria and procedures for appointment, reappointment, promotion, and merit review (pursuant to GR VII.A.6). The criteria for appointment shall include the determination that the individual has earned a terminal degree appropriate to the field of assignment. The appropriate professional experience or credentials may substitute for a terminal degree with the approval of the Provost.
- B. The college guidelines on merit review of Lecturer Series faculty employees shall stipulate that a merit review of the faculty employee will be completed in each of the first two (2) years of service in the Lecturer Series and thereafter every two (2) years.

CB. After a minimum of five (5) years of continuous ~~service as a~~ full-time service at the rank of Lecturer, consideration for promotion (without tenure) from the rank of Lecturer to the rank of Senior Lecturer may occur. The Provost makes the final decision on the promotion, without reference to an Area Committee. A faculty employee promoted to the rank of Senior Lecturer shall be placed on a 4-year rolling contract (i.e., a four-year notice before termination).

V. Periodic Course Reduction Associated with Professional Development Opportunities

After six (6) years of continuous service, Lecturer Series faculty employees may apply for a two-course reduction to devote time for professional development in order that the quality of faculty employee's service to the University may be enhanced. The unit administrator shall review such requests from Lecturer Series faculty employees and make recommendations to the dean of the College. The dean has final authority to act on the recommendation of the unit administrator.

Normally "continuous service" is interrupted by the two-course reduction associated with the professional development opportunity identified in this regulation. That is, no service prior to the two-course reduction may be credited toward eligibility for future professional development opportunities described herein. However, in the event that it becomes necessary for an individual to postpone such professional development at the request of and/or for the benefit of the University or one of its educational units, the period of postponement shall be counted as part of the six (6) years of continuous service necessary for the individual to become eligible again for the professional development opportunity identified in this regulation. The request for and/or agreement that the professional development opportunity be postponed shall be made in writing by the unit administrator to the dean, who has final authority in this matter. The request or agreement shall specify the period of postponement and the reason for it.

VI. Conditions of Employment

A. Distribution of Effort

The annual assignment for faculty employees in the Lecturer Series shall normally be seventy-five (75) percent instruction (typically equivalent to nine (9) undergraduate credit hours of teaching per semester), with the remaining twenty-five (25) percent of the annual assignment apportioned among other appropriate duties that serve the undergraduate program of the faculty employee's educational unit or college. Teaching assignments shall be limited to 100-, 200- and 300-level courses. Exceptions to the provisions stipulated in Section VI.A may be granted by the Provost upon the written recommendation of a dean.

B. Eligibility for Tenure, Leave, and Other Benefits

~~A-1.~~ Lecturer Series faculty employees are not eligible for tenure, sabbatical leave or membership in the Graduate Faculty. ~~Lecturers~~Lecturer Series faculty employees are eligible for faculty membership with voting privileges in the college faculty and the University Senate, subject to the approval of the tenured and tenure-track members of the faculty in the college to which they have been assigned. They are also eligible for faculty membership with or without voting privileges in the educational unit to which they have been assigned, subject to the approval of the tenured and tenure-track members of the faculty in that

educational unit.

~~B-2.~~ If a Lecturer [Series faculty employee](#) is subsequently appointed in the Regular, Special, Extension or Librarian Title Series, time spent as a Lecturer shall not count toward eligibility for sabbatical leave nor as a part of the individual's probationary period.

~~C-Lecturers~~<sup>3.</sup> [Lecturers Series faculty employees](#) are eligible for the same University retirement, health care and life insurance plans as are Regular, Special, Extension or Librarian Title Series faculty. Similarly, temporary disability leave may be granted by the Provost.

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