

Faculty Handbook changes suggested by the Faculty Affairs committee:

I. The current policy on page 23 reads as follows:

“Lecturer Faculty

Lecturers and Senior Lecturers are full time faculty members of the Corps of Instruction. Pursuant to Board of Regents policies, Lecturers are Non-Tenure Track professional personnel hired to provide special instructional functions such as basic skills instruction. Courses taught will be at the undergraduate level and determined by the academic unit.”

Our proposed revision is:

“Lecturer Faculty

Lecturers and Senior Lecturers are full time faculty members of the Corps of Instruction. Pursuant to Board of Regents policies, Lecturers are Non-Tenure Track professional personnel hired to provide special instructional functions such as basic skills instruction. In general, courses taught will be at the undergraduate level and determined by the academic unit. However, exceptional lecturers with terminal degrees may apply for graduate faculty status with the permission of their departmental chair and appropriate dean if there is a programmatic need.”

The relevant BOR policy referred to in our handbook is:

“8.3.8.1 Employment of Full-Time Lecturers to carry out special instructional functions such as basic skills instruction, institutions, including Georgia Gwinnett College, universities may appoint instructional staff members to the position of lecturer. Lecturers are not eligible for the award of tenure. Reappointment of a lecturer who has completed six (6) consecutive years of service to an institution will be permitted only if the lecturer has demonstrated exceptional teaching ability and extraordinary value to the institution. The reappointment process must follow procedures outlined by the institution (BoR Minutes, February 2007).

II.

Page 32 Our suggested revisions are, under “Promotion Criteria for Tenure Track Faculty” (which by definition does not include lecturers and senior lecturers) to remove one sentence and put it in the more logical place:

Faculty are eligible for and may be reviewed for promotion in rank during their fifth year of service in their current rank. If recommended for promotion, the new rank will go into effect at the beginning of their next contract period. Recommendations for promotion are not normally considered for individuals who are currently on leaves of absence.

Under special circumstances, faculty who are performing significantly above the expectations for their current rank may be considered for —early promotion. At state universities and state colleges, early promotion may only be considered according to the following time table:

~~—For early promotion from Lecturer to Senior Lecturer, faculty must have served a minimum of three years as a Lecturer.~~

- For early promotion from Instructor to Assistant Professor, faculty must have served a minimum of three years as an instructor.
- For early promotion from Assistant Professor to Associate Professor, faculty must have served a minimum of four years as an Assistant Professor.
- For early promotion from Associate Professor to Full Professor, faculty must have served a minimum of four years as an Associate Professor.

And move the sentence to page 33 under “Promotion Criteria for Lecturers”

1. Rank: Lecturers who have served six years within the University may for promotion to Senior Lecturer. Candidates for Senior Lecturer do not require the terminal degree for their discipline.

2. Areas of Achievement: All Lecturers must document excellence in the Teaching area of achievement to be promoted to Senior Lecturer. The faculty member must also document excellence in one of two other areas for promotion – Scholarship or Service to the Institution.

Individual academic units will establish clear criteria for annual evaluation which will be used for consideration of promotion. Academic unit annual evaluations will presume the pursuit of excellence in Teaching plus excellence in one of the other areas of achievement, but will not penalize extra activity in the third area of achievement. Annual evaluations for each year of service will be considered for the purposes of promotion.

3. The cumulative record for the three areas of achievement will be considered. Years of service spent focused on excellence in the Area of Scholarship will be taken into consideration if the lecturer switches to focusing on excellence in the Area of Service as the basis of meeting the criteria for promotion. Years of service spent focused on excellence in the Area of Service will be taken into consideration if the lecturer switches to focusing on excellence in the Area of Scholarship as the basis of meeting the criteria for promotion.

4. For early promotion from Lecturer to Senior Lecturer, faculty must have served a minimum of three years as a Lecturer.

III. p. 33

In point 2. Of the Promotion Criteria for Lecturers we suggest the addition of the words indicated below in red.

2. Areas of Achievement: All Lecturers must document excellence in the Teaching area of achievement to be promoted to Senior lecturer. The faculty member must also document excellence in one of two other areas **of their choice** for promotion-Scholarship or Service to the Institution. Individual academic units will establish clear criteria for annual evaluation which will be used for consideration of promotion. Academic unit annual evaluations will presume the pursuit of excellence in Teaching plus excellence in one of the other areas of achievement, but will not penalize extra activity in the third area of achievement. Annual evaluations for each year of service will be considered for the purposes of promotion.