Third Rank Proposal

Changes to university ranks require a vote of the University Faculty Council.

The Faculty Affairs Committee moves that the BFC recommends to the UFC that a third rank be added to the Lecturer category. The new rank would be a promotion from Senior Lecturer. The FAC NTT Subcommittee, the NTT Task Force and the FAC have spoken with many faculty to gauge support for this rank. There are five major considerations.

We have three separate motions.
Recommended Motion 1: Creating a third rank and specifying criteria for appointment

The FAC moves that: The BFC recommends that Policy ACA A1 to be changed as below

From:

2. Lecturer Appointments

Lecturers may be assigned responsibility for teaching, and for research and service that supports teaching, in courses for which such assignments have been approved by the faculty of the academic unit. The Lecturer category is the appropriate classification for non-tenure track teaching faculty in instances where the unit has a continuing need for the resource (except for clinical appointees and except in instances where adjunct appointments are appropriate, as specified below).

Titles: Senior Lecturer and Lecturer

To:

2. Lecturer/[third rank title] Appointments

Lecturers and [third rank title] may be assigned responsibility for teaching, and for research and service that supports teaching, in courses for which such assignments have been approved by the faculty of the academic unit. The Lecturer/[third rank title] category is the appropriate classification for non-tenure track teaching faculty in instances where the unit has a continuing need for the resource (except for clinical appointees and except in instances where adjunct appointments are appropriate, as specified below). The rank of Senior Lecturer is appropriate for individuals who have demonstrated excellence in teaching, based on performance in the classroom, as well as service or research in support of teaching, if assigned. The rank of [third rank title] is appropriate for individuals who have demonstrated a sustained record of excellence in classroom teaching as a Senior Lecturer (or the equivalent), and who are pedagogical leaders, as evidenced by innovation and mentoring at the school, college, campus or university level and/or by recognition and impact at the regional or national level.

Titles: Lecturer, Senior Lecturer, and [third rank title]
Motion 2 Specifying the process for promotion to a third rank

The FAC moves that:

The BFC recommends that Policy ACA A1 to be changed as below

From:
Appointment and Advancement
Initial lecturer appointments should be at the level appropriate to the experience and accomplishments of the individual. The process for appointment with probationary status or appointment with a long-term contract shall go through the ordinary procedures for faculty appointments. Lecturers shall be promoted to Senior Lecturers upon their being appointed to long-term contracts following a probationary period.

To:
Appointment and Advancement
Initial lecturer appointments should be at the level appropriate to the experience and accomplishments of the individual. The process for appointment with probationary status or appointment with a long-term contract shall go through the ordinary procedures for faculty appointments. Promotion in rank of lecturers and senior lecturers should go through the normal faculty procedures appropriate to the unit of the university. For promotion from Lecturer to Senior Lecturer, this includes peer review by the primary unit and school promotion committees. For promotion from Senior Lecturer to [third rank title], this includes peer review by the primary unit, school promotion committees, and the campus promotion committee. The faculty of each unit using Lecturer, Senior Lecturer, and [third rank title] appointments shall adopt criteria for promotion that are appropriate to the duties that may be assigned to lecturer/[third rank title] appointees. Those criteria must be written, available to unit faculty, and filed with the campus academic officer. Lecturers shall be promoted to Senior Lecturers upon their being appointed to long-term contracts following a probationary period.

Note: Newly added text is shown in highlighted.
Motion 3 Recommending a title for the third rank

The FAC moves that:

The BFC recommends that the third rank title be Teaching Professor.