

College of Liberal Arts Policy on Lecturer Appointments

The following guidelines are to be used in making recommendations for hiring.

1. Normally lecturers in the College of Liberal Arts will not be hired in the "L" range.
2. Lecturers with B.A.s will be hired within the first one-third of the service range A.
3. M.A.s will be hired within the second third of the service range A.
4. ABDs will be hired within the top two thirds of the service range A.
5. Normally Ph.D.s will be hired within the B range.
6. Lecturers with Ph.D.s and comparable Associate Professor-level credentials in teaching, professional development and service, or the equivalent in fields where the terminal degree is not the Ph.D., may be hired within the C range.
7. Candidates bringing distinguished records of national prominence, as specified within individual disciplines, may be hired in D.

In all cases placement criteria will include: number of years of successful teaching experience, professional development record, and/or other factors of specific relevance to particular disciplines. Extensive professional experience can be considered as equivalent to advanced degrees in certain programs.

CLA Recommendation Policy for Lecturer Range Elevation

Lecturers are eligible to apply for an elevation in the lecturer range when they have met the criteria specified in Section 12.16 of the Faculty Bargaining Unit Contract. All elevations will be effective the beginning of fall quarter. **Elevation is contingent upon reappointment:**

1. Elevation from Lecturer A to Lecturer B will require an M.A. and evidence of excellence in teaching.
2. Elevation from Lecturer B to Lecturer C will require a Ph.D., or equivalent terminal degree, evidence of excellence in teaching, and significant contributions in either service (departmental, college, university, or community-wide) or professional development.
3. Elevation from Lecturer C to Lecturer D range will require "distinguished" credentials, as determined within individual disciplines.

Evaluations will be conducted by the department peer review committee and department chair. The dean will make the final decision regarding range elevation. For appeal of negative decisions, refer to Section 12.18 of the faculty contract.

"Theoretical" Schedule for Applying for Range Elevation

Statement of intent to dean	February 2
File completed	February 9
Sub-committee reports to candidate (1 week to respond)	March 2
Tenured faculty meets to discuss	March 9
Ballots to candidate (1 week to respond)	March 16
Ballots to chair	March 23
Chair to candidate (1 week to respond)	April 20
Chair to dean	April 27
Dean to candidate	May 18