

Harbert College of Business

Criteria for Promotion to Senior Lecturer

To be promoted to the rank of Senior Lecturer, a Lecturer must have demonstrated a record of 1) sustained outstanding performance in assigned duties of teaching and service, 2) professional growth, and 3) leadership within the university, the discipline and/or the community.

Teaching and Service

Outstanding teaching and service are documented by annual performance evaluations and other evidence including peer reviews, classroom visits by tenured faculty, teaching evaluations, contributions to teaching beyond the classroom, teaching awards, and any other related documentation of success.

Professional Growth

All Lecturers must maintain one of four AACSB faculty qualifications (Scholarly Academic, Practice Academic, Scholarly Practitioner, or Instructional Practitioner). These faculty qualifications require professional growth and development. Therefore, a Lecturer who maintains AACSB qualification has met this promotion requirement.

Leadership

Leadership is broadly defined as contributions that form a pattern of continuing engagement and measurable impact. Leadership may be demonstrated by activities and contributions such as:

- Developing and sustaining a successful study abroad program
- Spearheading a major University/College or Departmental project
- Coordinating a major campus event involving several units for multiple years
- Advising/Leading a significant organization or student activity
- Leading a significant curriculum revision
- Writing and publishing a textbook or significant ancillary materials in the field of business adopted by Auburn University
- Developing internships or service learning courses
- Effectively serving on and/or chairing a significant college or university committee

The above leadership activities are illustrative only and are intended as a guide to determine whether an individual has met the requirements for promotion to Senior Lecturer. All items on the lists will not be of equal value. Factors that might impact the value include the effort expended, the relative prestige, and the differing levels of responsibility. Finally, evidence of the candidate's leadership can come from any time during his or her academic career but must include leadership activities while a Lecturer at Auburn University.

Note on University Promotion Requirements

The University requires "contributions to student advising" for promotion to Senior Lecturer. Faculty members in the Harbert College do not have any formal advising responsibilities – academic advising is handled entirely by our Office of Academic Advising. However, like tenured faculty, Lecturers are expected to informally advise and/or mentor students. Further, many of the leadership examples above require significant work with students and would relate to student "advising" in a broad sense.

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