

Proposal for procedures for Lecturer/Senior Lecturer
Prepared by Non-tenure track faculty committee

- **1. Hiring:**
- Recruitment into lecturer/senior lecturer positions must follow University Equal Employment Opportunity and Affirmative Action guidelines (EEO/AA) and be approved by the EEO/AA office. Contracts may be made for 1 year or more subject to the approval of the Office of the Provost. A Lecturer/Senior Lecturer is eligible for benefits equivalent to other full time employees at Auburn University.
- **2. Evaluation:**
- Each department will have a regular, validated, and effective instructor evaluation system that relies upon student, peer, and administrator input. Such a program should have performance improvement as its primary goal. Evaluation metrics should be commensurate with department faculty with similar duties and should be determined by the individual department or college.

- **3. Termination:**
- The expectation of continuous employment provides the guarantee needed to insure academic freedom. Termination of a Lecturer during the contract term, shall be effected by the University only for lack of funding, or adequate cause, including but not limited to lack of collegiality and unprofessional behavior. If termination during the contract term is for reasons other than for lack of funding, then the Faculty Handbook (Chapter 3) provides that "Rights of due process shall also apply to a non-tenured faculty member dismissed before completion of his or her contractual term." Dismissal shall not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens.
- A Lecturer/Senior Lecturer whose contract is not to be renewed shall be provided with a written statement from the chair/unit head of reasons why the contract is not to be renewed giving at least six month notice for lecturers who have been employed for less than three years and twelve months for lecturers who have been employed for more than three years.. To ensure that noncontinuation is not used to restrain Lecturer/Senior Lecturers in their exercise of academic freedom, Lecturer/Senior Lecturers are afforded the opportunity to appeal noncontinuation to the Faculty Grievance Committee.

- **4. Departmental governance.**
- A Lecturer/Senior Lecturer may be eligible to vote on faculty matters according to department and/or school/college governance rules. Lecturer/Senior Lecturers should participate in departmental governance. Lecturers should be allowed participation in departmental decisions; this may include the ability to serve on committees, eligibility for travel and other resources. Lecturers are encouraged to improve their instructional qualification and are eligible for departmental/college resources earmarked for such purposes.
- **5. Grandfather clause.**
- Current temporary or instructional faculty will be given a priority consideration for open Lecturer positions provided they were hired into their current position through an approved EEO/AA process. Exceptions to this policy may be made under extenuating circumstances and must be approved by the Provost.
- **6. Promotion:**
- There is no fixed requirement for years of service at the Lecturer rank before a Lecturer can be promoted. However, the qualifications for promotion to Senior Lecturer rank generally cannot be demonstrated fully in less than five complete years of service. Additional detail and criteria should be left up to the recruiting department and discussed in the offer letter.

- **7. Change of position to tenure track position.**
- An appointment of a Lecturer/Senior Lecturer may be changed from the Lecturer title series to tenure-track faculty through normal, faculty approved, tenure-track hiring.
- **8. AAUP guideline.**
- Auburn endorses the AAUP guidelines stating that no more than 15% of the total instruction within an institution and no more than 25% of the total instruction within any department should be provided by faculty with non-tenure-track appointments. In Auburn University's efforts to adhere to these guidelines, any exceptions to these percentages must be approved in writing by the Provost on an annual basis.
- Anything not delineated in this document should be decided at the College level in consultation with the Provost.