

## The Lecturer Track

<b>Current Write-Up<sup>1</sup></b>	<b>Proposed Write-Up</b>
<p><b>Qualifications and Hiring</b></p> <p>The responsibilities of the positions are primarily, if not entirely, in teaching; research responsibilities are not expected to be included.</p> <p>The dean is responsible for determining appropriate qualifications for senior lecturers and lecturers; those qualifications may vary by subfield or department.</p> <p>These titles reflect salaried positions that are subject to affirmative action regulations.</p>	<p><b>Qualifications and Hiring</b></p> <p>The positions of lecturer and senior lecturer are primarily, if not entirely, in teaching; research responsibilities are not expected to be included. The dean is responsible for determining appropriate qualifications for senior lecturers and lecturers; those qualifications may vary by subfield or department. Appointments need to be approved by the unit head and the relevant dean. These titles reflect salaried positions that are subject to affirmative action regulations.</p> <p>Clarity is important at the time of hire. The following should be detailed in the appointment letter: anticipated course load; FTE status, expectations with respect to curriculum development, advising, and service as determined by the unit head and/or the relevant dean; financial support for professional development and classroom innovation; the level of administrative support; annual performance reviews and related feedback mechanisms that may involve supervisors and mentors; participation in departmental meetings and department-level decisions. A link to the information in this document should also be provided.</p> <p>The University Bylaws stipulate that senior lecturers shall participate fully in hiring decisions of other senior lecturers and lecturers, and lecturers shall participate fully in hiring decisions of other lecturers. Broad participation of lecturers and senior lecturers in academic hiring is highly but at the discretion of the hiring unit.</p> <p>Letters of recommendation and in-person demonstrations of teaching ability should be part of the process. The details of these and other evaluation mechanisms are for the colleges to decide and publish.</p>
<p><b>Appointment Length and Renewability</b></p> <p>Appointments of lecturers are for periods of no more than three years and are renewable. Appointments of senior lecturers are for periods of no more than five years and are renewable.</p>	<p><b>Appointment Length and Renewability</b></p> <p>Appointments of lecturers are for periods of no more than three years and are renewable. Appointments of senior lecturers are for periods of no more than five years and are renewable.</p>

<sup>1</sup> To facilitate comparison with what is being proposed, the [actual title description](#) that exists in the Faculty Handbook has been chopped into sections, given section names, and reordered. That's what you see in the first column.

<p><b>Lecturer Responsibilities</b></p> <p>Lecturers are responsible for classroom teaching and its related activities. The position is based on professional qualifications in teaching. Lecturers are expected to teach in the classroom or laboratory; to meet with students during scheduled office hours; to grade assignments and examinations; to contribute to the design, syllabi, and organization of departmental course offerings; and to know applications and development of pedagogy in the field. Lecturers who have served for several years may be asked to assume administrative responsibilities for departmental course offerings or to train and supervise less experienced colleagues.</p>	<p><b>Responsibilities</b></p> <p>Faculty on the lecturer track are responsible for teaching and related activities such as grading, holding office hours, advising, TA supervision, and various levels of course development.</p> <p>High quality teaching is expected together with a measure of innovation that increases with seniority.</p> <p>Individuals on the lecturer track may be assigned responsibilities to support the teaching mission of their unit. For example, an experienced lecturer may participate in orientation activities, assist with TA training, manage TAs in a large course, and help mentor colleagues in the unit with less teaching experience.</p> <p>Expectations are similar for senior lecturers but at a higher level. For example, a senior lecturer may be asked to design and implement a new TA training program or a new course or curriculum. They can help formulate the educational component of a research proposal that involves instruction and outreach. Senior lecturers with leadership qualities can be put in charge of teaching programs, undergraduate degree programs, and certain masters' degree programs.</p>
<p><b>Senior Lecturer Responsibilities</b></p> <p>The title senior lecturer implies significant professional qualifications. Senior lecturers are expected to teach in the classroom or laboratory; to meet with students during scheduled office hours; to prepare and grade assignments and examinations; to contribute to the design, syllabi, and organization of departmental course offerings; and to know applications and development of pedagogy in the field. Senior lecturers often carry administrative duties that include activities such as developing independent or team-taught courses, producing teaching materials and methodologies, and training or supervising lecturers and teaching associates.</p>	
<p><b>Annual Reviews</b></p> <p>[Nothing]</p>	<p><b>Annual Reviews</b></p> <p>At least once a year there must be a dialog with the unit head or designated supervisor at which time successes and concerns are shared. For lecturers it is important that the dialog be on file so that subsequent renewal/promotion decisions are fully informed. For experienced senior lecturers, informal discussions within the SIP context typically suffice. However, anticipated changes in the job description must be on file, especially if the changes have a bearing on compensation, renewal, and promotion.</p>
<p><b>Renewal Process</b></p> <p>[Nothing]</p>	<p><b>Renewal Process</b></p> <p>The documentation required for renewal, the timeline, and the approval process are for the colleges and their departments to decide and publish. In the event of termination, these <a href="#">guidelines</a> apply .</p>

<p><b>Promotion Process</b></p> <p>Senior lecturers may be hired at that rank if they have appropriate qualifications and experience; they also may be promoted to that rank, typically after six years of service as lecturer.</p> <p>Promotion to senior lecturer is based on excellence in teaching and pedagogy. Such excellence may be shown in classroom teaching; contributions to the design, syllabi, and organization of departmental course offerings; and applications or development of pedagogy in the field. Contributions to pedagogical advances will vary from field to field, and may be demonstrated by, but not limited to, developing independent or team-taught courses, creating teaching materials and methodologies, training and supervising other lecturers, or holding administrative or supervisory responsibilities for course offerings.</p>	<p><b>Promotion Process</b></p> <p>Lecturers are typically considered for promotion after six years of service at that rank. Earlier promotion may make sense given prior experience, widely acclaimed excellence in teaching, or with the assumption of responsibilities that are normally reserved for senior lecturers.</p> <p>Promotion to senior lecturer is based on excellence in teaching and pedagogy. Such excellence may be shown in classroom teaching; contributions to the design, syllabi, and organization of departmental course offerings; and applications or development of pedagogy in the field. Contributions to pedagogical advances will vary from field to field, and may be demonstrated by, but not limited to, developing independent or team-taught courses, creating teaching materials and methodologies, training and supervising other lecturers, or holding administrative or supervisory responsibilities for course offerings.</p> <p>Senior lecturers may be hired at that rank if they have appropriate qualifications and experience.</p> <p>The promotion dossier should include peer assessments of teaching, student evaluations, a summary of courses taught, and a teaching statement by the candidate.</p> <p>Those in the candidate’s unit who vote on the case must include the tenures faculty and the senior lecturers. At the discretion of the unit, additional RTE titleholders can participate in the vote.</p> <p>Details related to promotion are for the colleges to decide and publish.</p>
<p><b>Rights, Restrictions, and Opportunities</b></p> <p>Persons appointed to a senior lecturer or lecturer title will not be granted tenure or be eligible for sabbatical leave, but they may be eligible for professional development leave. See <a href="#">University Policy 6.2.1, Leaves for Professors and Academic Staff</a>.</p> <p>Lecturers and senior lecturers are not members of the University Faculty.</p> <p>They are non-voting members of the college or school faculty, except as stated below, or unless given the right to vote by the particular faculty in circumstances defined by that faculty. However, they participate fully in those decisions that are directly related to their roles within the college or school and within the department. The dean or director has the responsibility of identifying those issues that are related to their roles within the college or school, and the department chair has that responsibility within the department.</p>	<p><b>Rights, Restrictions, and Opportunities</b></p> <p>Lecturers and senior lecturers are members of the RTE Faculty. Senior lecturers have University Voting Rights. <a href="#">Details</a>.</p> <p>Lecturers and senior lecturers are non-voting members of the college or school faculty, except as stated below, or unless given the right to vote by the particular University Faculty in circumstances defined by that faculty.</p> <p>With the approval of their unit head, senior lecturers may be authorized to serve as a principal investigator, co-principal investigator, or project director. <a href="#">Details</a>.</p> <p>With the approval of their unit head and associate dean for research, lecturers may be authorized to serve as a principal investigator, co-principal investigator, or project director. <a href="#">Details</a>.</p>

The Bylaws of Cornell University specify that within the department, senior lecturers shall participate fully in hiring decisions of other senior lecturers and lecturers, and lecturers shall participate fully in hiring decisions of other lecturers. The bylaws further specify that, notwithstanding the above, in units where the number of lecturers and senior lecturers is comparable to the number of professorial faculty, the provost may determine the appropriate level of participation by lecturers and senior lecturers in curricular decisions.

With appropriate approval, senior lecturers can serve on special committees for PhD students and certain Masters' degree students. [Details](#).

Lecturers and senior lecturers participate fully in those decisions that are directly related to their roles within the college or school and within the department. The dean or unit head has the responsibility of identifying those issues that are related to their roles within the college or school, and the department chair has that responsibility within the department.

The bylaws further specify that, notwithstanding the above, in units where the number of lecturers and senior lecturers is comparable to the number of University Faculty, the provost may determine the appropriate level of participation by lecturers and senior lecturers in curricular decisions.

Persons appointed to these titles will not be granted tenure or be eligible for sabbatical leave, but they may be eligible for professional development leave. See [Policy 6.2.1 \(Leaves for Professors and Academic Staff\)](#).

These titles reflect salaried positions that are subject to affirmative action regulations.

An affirmative action search or waiver is required when a lecturer or senior lecturer is moved to a tenure-track, professorial position.