

Arts & Sciences recognizes the important roles Lecturers play in the instruction and training of our students. In many Departments Lecturers are central to the teaching mission and fundamental to the academic life. Lecturers provide essential pedagogy that shapes the subsequent scholarship of students in Arts & Sciences. This Policy defines the nature of these teaching appointments in Arts & Sciences in order to better anticipate the needs of Lecturers and their Departments.

1. Titles: Individuals who hold full-time appointments in Arts & Sciences that are not tenured, tenure-track, or on the research track, and who are primarily engaged in teaching, will ordinarily be given the titles Lecturer or Senior Lecturer (collectively, "Lecturers").

This Policy shall not apply to individuals primarily engaged in research, to "post-doctoral appointees," to "fellows," to "scholars," to individuals with primarily administrative responsibilities, such as "Directors" or "Coordinators," or to part-time faculty members.

2. Appointments: The Department will specify, in a letter given to the Lecturer at the time of the initial appointment and approved by the Dean of the Faculty of Arts & Sciences ("the Dean"), the Lecturer's duties and responsibilities, including teaching load, which may vary depending on administrative or other responsibilities related to the position. The new Lecturer shall also receive a copy of this Policy.

Any renewal shall also specify the Lecturer's duties and responsibilities. Lecturers shall receive annual appointment letters from the Dean. Changes in the Lecturer's duties and responsibilities may be negotiated between the Lecturer and the Department, subject to the approval of the Dean.

3. Terms of Appointment: Lecturers are neither tenured nor on tenure-track. They are eligible for annual appointments, subject to renewal.

a. In the first **six** years of full-time appointment at Washington University, all Lecturers shall be advised no later than April 15 whether or not their contracts will be renewed for the next academic year.

*For example, they will be advised by **April 15, 2005**, whether or not they will be re-appointed for **AY 2005-2006**.*

b. After **six** years of satisfactory full-time appointment at Washington University, all Lecturers shall be advised no later than April 15 whether or not their appointment will be renewed for the year following the next academic year.

*For example, they will be advised by **April 15, 2005** whether or not they will be re-appointed for **AY 2006-2007**.*

c. In special cases, the Department may, with the approval of the Dean, appoint a lecturer for a term of more than one year. In such cases, the Lecturer shall be advised about renewal by April 15 of the final year of that appointment or, after six years of satisfactory full-time appointment, by April 15 of the year preceding the final year of that appointment.

d. Section 3 provides a different notice period, as authorized by section IV.B.4 paragraph 2 of

the Washington University Policy on Academic Freedom, Responsibility and Tenure.

4. Criteria for reappointment and promotion:

a. Appointments, renewals, and promotions shall be based on the lecturer's performance and institutional needs. Professional criteria will be primarily teaching excellence, but also Departmental service. Institutional needs will include the academic, budgetary and teaching priorities and requirements of the Department and Arts & Sciences.

b. The Department will, with the approval of the Dean, advise the Lecturer in writing if there are any more specific criteria for reappointment and procedures for evaluation. The Department may, with the approval of the Dean, also specify its expectations regarding teaching and service by Lecturers.

c. After **seven (7)** years of meritorious full-time teaching at and service to Washington University, Lecturers may be considered for promotion to the rank of Senior Lecturer. In certain cases, individuals may be hired with the rank of Senior Lecturer, or the Department may determine that they should be eligible for nomination to the Dean for early promotion to the rank of Senior Lecturer because of significant advanced training and demonstrably successful prior teaching experience.

d. Lecturers will be reviewed periodically and the results of the review will be reported in writing to the Lecturer and to the Dean.

5. Professional development: Departments should encourage the professional development of Lecturers and Senior Lecturers.

6. Voting: Voting in meetings of the Faculty of Arts & Sciences shall be determined in accordance with the *Manual of Procedures: Washington University Faculty of Arts & Sciences*. Individual Departments shall determine whether and to what extent Lecturers and Senior Lecturers shall be permitted to vote on Departmental issues. Control of the Departmental curriculum and other academic governance issues of Departments must remain the responsibility of the tenured and tenure track faculty, subject to the oversight of the Dean. However, departments are encouraged to consult lecturers and take advantage of their expertise in content as well as teaching theory and method when fashioning curriculum.

7. Due Process and Academic Freedom: Please refer to Washington University Policy on Academic Freedom, Responsibility, and Tenure, section VII.A.

8. Benefits: Individuals governed by this policy will continue to receive the same level of benefits as other full-time university employees.

9. Effective Date: July 1, 2003.

Reported by the Faculty Council at the April 25, 2003 Faculty Meeting