

Department of Computer Science Policy for the Appointment and Reappointment of Lecturers and Senior Lecturers

The Computer Science Department adheres to the policy of the College of Arts and Sciences as articulated in the memo of June 4, 2002 from the Office of the College Dean (appended). In addition, each Lecturer and Senior Lecturer will undergo an annual teaching evaluation using the same process employed in the annual merit evaluation of regular faculty. This process involves student course evaluations and the reports from faculty classroom visits that are conducted for every course taught by the department. The Faculty Affairs Committee uses this data in its annual merit review process for all regular faculty, Lecturers and Senior Lecturers. These merit review reports are used by the chair at the time of reappointment.

Promotion from Lecturer to Senior Lecturer is based on demonstrated significant pedagogical achievements, such as teaching leadership roles, classroom innovation and national recognition. Based upon a positive recommendation of the Faculty Affairs Committee, the chair may elect to initiate a request to the Dean to promote a candidate to the Senior Lecturer position.

October 10, 2003

From coasdean@indiana.edu Tue Jun 4 09:51:48 2002
From: Office of the College Dean <coasdean@indiana.edu>
To:
Subject: Part-Time Appointments for Non-Tenure-Track Faculty
Date: Tue, 4 Jun 2002 09:51:25 -0500

To: Chairs, Directors and Administrative Assistants
From: David Zaret
RE: Appointments/Reappointments for Part-Time Lecturers, Instructors

A year ago the campus changed the appointment rules for non-tenure-track faculty. This change eliminated the "part-time" category for reappointing academic appointees in continuing positions that involve teaching or a combination of teaching and service (e.g., supervisory or coordinating) activities.

If the appointee is NOT a long-term employee, then use of the "visiting" title is appropriate (but note the 2-year limit on such appointments.)

IF the appointee is a long-term or potentially long-term employee, the appropriate classification is Lecturer. For nearly all cases that involve someone who has had several years experience at IU in this position, we will issue a 3-year contract, with the following provisions:

- (a) reappointment is contingent on effective performance of duties and continuing need
- (b) in year 3, a decision will be made by department/program to move to long-term contract, which in most cases will take the form of rolling three-year contracts (i.e., in year 2 reappointment is made for years 4-6; in year 5, reappointment is made for years 7-9).

If the individual is a new appointee or has been at IU for only one or two years, we will want to specify a longer probationary period, but no longer than 6 years. For new appointees, we offer an initial 3-year contract, and stipulate that in year 6 a decision will be made by department/program to move to long-term contract.

(Note the similar rationale in this and tenure-track positions: both require the institution to decide within a given timeframe to move toward long-term employment relationship or to terminate the relationship. While the level of job security in lecturer positions is less than that conveyed by tenure, it is significant. With "effective performance of duties" and "continuing programmatic need," and individual can reasonably expect to be continued in the position.)

This change does not have salary implications. It does clarify the employment relationship. One convenience for everyone involved is that PAFs to reappoint cease to be a yearly chore, but occur, instead, every three years!

If you have questions or concerns, please let me know, or you can contact Ann O'Neill in my office.

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