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To: Deans, Department Chairs/Directors

From: Kumble R. Subbaswamy, Provost 
Heidi M. Anderson, Associate Provost for Faculty Affairs 

Date: August 19, 2010

RE: Changes in *Administrative Regulation (AR) 2.9* – Lecture Series Faculty –
ACTIONS NEEDED

BACKGROUND

The University's mission involves three primary functions: instruction, research, and service. In some areas, particularly those that bear the heaviest burden for lower-division instruction, a significant shortfall in instruction performed by full-time faculty cannot be mitigated by relying solely on the increase of tenure-eligible and tenured faculty or an expansion of the Teaching Assistant pool. Thus, public universities must satisfy their instructional obligations in the lower-division courses with the judicious use of tenure-ineligible, full-time faculty.

Building upon the prior initiatives affecting our Lecturers in 1998 and 2005, the current new policy came into effect on June 8, 2010. This new policy expands the use of full-time Lecturers and affords an appropriate complement of employment provisions for these individuals. The key changes are enumerated below; and we encourage you to read the detailed *AR 2.9* online at: <http://www.uky.edu/Regs/files/ar/ar2-9.pdf>.

KEY CHANGES

The key changes to the Lecturer Series *Administrative Regulation* are:

- Clarifies that educational units that employ faculty in the Lecturer Series shall establish by majority vote (of the tenure-eligible and tenured faculty) the maximum number or percentage of Lecturer Series faculty that may be employed by the unit.
- Requires that faculty in these educational units shall establish unit criteria and procedures for appointment, reappointment, nonrenewal of appointment, terminal appointment, promotion and faculty performance review for Lecturer and Senior Lecturer faculty employees. Such criteria must have the majority vote of the tenure-eligible and tenured faculty and be submitted to the dean for college approval.
- Requires faculty in the Lecturer Series to hold a terminal degree or professional experience appropriate to the field of assignment.
- Requires periodic faculty performance reviews (annually for Lecturer and biannually for Senior Lecturer).

- Provides an opportunity for periodic professional development.
- After an initial four-year period of satisfactory performance, permits rolling contracts of up to two (2) years for faculty employees at the rank of Lecturer and up to three (3) years at the rank of Senior Lecturer.
- Identifies a process of intervention when a faculty employee on a rolling contract receives an unsatisfactory performance review.
- Requires that the educational unit administrators shall consult with the appropriate faculty employees of the unit and obtain their written judgments when considering a promotion of a Lecturer faculty employee to Senior Lecturer.

ACTIONS NEEDED THIS FALL

1. The tenured and tenure-eligible faculty of each educational unit that currently employs Lecturers, or that plan to hire Lecturers this academic year, shall establish by majority votes the maximum number or percentage of lecturer faculty that may be employed by the unit. This number (percentage) shall be documented in the rules of the unit and shall only be changed by majority vote of the tenured and tenure-eligible faculty of the unit. Deadline: November 1, 2010
2. The tenured and tenure-eligible faculty of each educational unit shall prepare criteria and evidences for appointment, reappointment, nonrenewal of appointment, terminal appointment, promotion and faculty performance for Lecturers and Senior Lecturers for submission to the Dean for approval. These criteria and evidences will be posted online with the college rules and other faculty title criteria. Deadline: November 1, 2010
3. For educational units in the Health Care colleges that propose to appoint or to reappoint Lecturers or Senior Lecturers, a formal request for each position must be submitted through the Dean to the Provost, and receive the Provost's approval, BEFORE the formal appointment or reappointment process for the position commences. The request must include a specific description and justification of the proposed instructional assignment(s).

Please complete and submit this information to the Associate Provost for Faculty Affairs, by the deadlines listed above. If you have questions or concerns, please contact the Associate Provost for Faculty Affairs.

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