

PR 4

Office of the President
June 14, 2005

Members, Board of Trustees:

ADMINISTRATIVE REGULATION REVISION

Recommendation: that the Board of Trustees approve the attached revision of AR II-1.01, Section II.A., Policies and Procedures on Appointment, Promotion, Granting of Tenure, and Termination of Appointment Applicable to Faculty in the University System.

Background: In its 1992 reaccreditation report, the Southern Association of Colleges and Schools cited UK for its overdependence upon part-time faculty for the delivery of instruction in the lower-division of undergraduate education. Furthermore, in the mid 1990's the Kentucky Council on Higher Education directed the university to make greater progress in reaching a goal, mandated by the Kentucky legislature, of having at least fifty percent of lower-division instruction taught by full-time faculty. These external pressures prompted the central administration to reevaluate UK's use of full-time lecturer faculty. In 1998 the Administrative Regulations were revised and extended regular full-time benefits to lecturer faculty.

The proposed AR revision brings lecturers more in line with prevailing standards and recognition within the university.

Action taken: Approved Disapproved Other _____

S. Lecturers

Lecturer faculty are professionally qualified teachers hired for a fixed term. Lecturer faculty do not have the same responsibilities and professional obligations of faculty in Regular, Special, Extension or Librarian Title Series. Lecturer appointments shall not be made when appointment as an instructor or assistant professor is appropriate.

Lecturer faculty are appointed or reappointed by final action of the Provost upon recommendation of the department chairperson and the dean without reference to an Academic Area Advisory Committee. Initial appointments at the rank of Lecturer shall not exceed a term of one year. A faculty person at the rank of Lecturer may be reappointed for one or more additional terms for a period of no more than two years per term appointment. Senior Lecturers may be appointed to an initial term not to exceed two years and reappointed for additional terms of no more than two years per term appointment. The maximum number or percentage of lecturers in a department must be based on the written approval of the tenured and tenure-track faculty of that department. The assignment period for lecturer faculty may be on a nine-month, ten-month, eleven-month, or twelve-month basis.

Notification of non-renewal of appointment at the end of the first year of service shall be given no later than March 1 if the appointment expires at the end of that year or three months in advance if the one-year appointment terminates during the academic year. Notification of non-renewal of appointment after the first year of service shall be given at least one year before the expiration of the appointment. Any such notification of non-renewal of appointment shall be made in writing by the dean.

Consideration for promotion (without tenure) from Lecturer to Senior Lecturer by final action of the Provost without reference to an Area Committee may occur after a minimum of five years of continuous service as a full-time Lecturer. Pursuant to GR VII.A.6, departmental criteria and procedures for appointment, reappointment, promotion, and merit review shall be established by those academic departments that employ full-time Lecturer faculty and submitted to the dean of the college for approval.

Lecturer faculty are not eligible for tenure, sabbatical leave or membership in the Graduate Faculty. Lecturers are eligible for faculty membership with voting privileges in the college faculty and the University Senate, subject to the approval of the tenured and tenure-track members of the faculty in the college to which they have been assigned. They are also eligible for faculty membership with or without voting privileges in the department to which they have been assigned, subject to the approval of the tenured and tenure-track members of the faculty in that department. If a lecturer is subsequently appointed in the Regular, Special, Extension or Librarian Title Series, time spent as a lecturer shall not count toward eligibility for sabbatical leave nor as a part of the individual's probationary period.

Lecturers are eligible for the same university retirement, health care, and life insurance plans as are Regular, Special, Extension or Librarian Title Series faculty. Similarly, sick leave may be granted by the Provost.